P.145

G. R. S. IX-5]

Previous references.

Pol. 100-16/1.
" " "

1915-16
(Pol)

File No. 236-15

Serial Nos. 1-10

Later references.

Police 202-22 dls 1&2.
" 60-25 (1-2)
" 172-25 (1-2).
Pol 140-28/1-5
Pol Dep 267-35
Pol 213-43-1

GENERAL AND REVENUE SECRETARIAT.

Serial Nos. 1-10

Part B for ~~Confl~~ May 18

SUBJECT.

Improvement in morale of the police

10, To The Dy. Police
" The Comptroller
No. F. 4605-U9/10.5.18
Passes Orders on the within proposals

B. Principal
24/7/18

W D 88—GPB—50,000—24-7-16

. R. S. 12]

General and Revenue Secretariat.

Police File No. 234 of 1915/16

Serial No.

2nd Memo

Subject No. 6 on the programme of important work for the year beginning 1-11-15:-

Improvement of the morale of the police.

Police Admn. Reports for the last 7 years (except that for 1911-12 which is not available) are put up. It will be seen therefrom that the things necessary for the improvement of the morale of the police force are:-

(1) Appointment of men with good educational qualifications to responsible places.

(2) Good training to officers & men

(3) Quarters for the force in suitable localities.

2) As regards (1) the I.G. has been striving to get such men but in order to make his efforts a success the pay & prospects of the appointments have to be improved & made attractive to such men. This involves a suitable revision of the classes of Inspectors & Jamadars as also the pay of the Constables. The increase of one rupee recently

NOTE—Contn. sheet.

GPB—50,000—17-12-15

G. R. S. 11]

1915-16

GENERAL AND REVENUE SECRETARIAT.

(Police)

NOTES.

File No. 284-15

FILE HEADING.

Improvement of the morale of the police.

From

No. Dated Received

Diary No. Enclos. Spare Copies. Serial No.

BRIEF ABSTRACT OF LETTER.

NOTES AND ORDERS.

NOTES—First Sheet.

P.T.O.

G. R. S. 12]

General and Revenue Secretariat. | Police File No. 234 of 1915-16.

Serial No.

sanctioned to the pay of the constabulary does not seem to have met the requirements of the case.

3) As regards training, a well equipped school has been established at Bangalore and it may be expected that in course of time the majority of the members of the force will have received the necessary training.

4) As regards quarters Govt. have been doing their best to provide quarters as far as funds permit.

5) Subd. for orders.

B.G. 8-8-16. [illegible]

6) Has not the D.G. promised the Secretariat proposals in the matter?

[illegible] 8/8

7) Subd. In his unofficial note of April 1916 in Pol 134-14 expanding the revision of the police force in the State the D.G. has stated that detailed proposals for improving the morale & tone of the force are being formulated and will be subd. in due course.

8) If approved, a reminder will be issued to the D.G. [illegible] to expedite the submission of the proposals

Second Member

NOTE—Contn. sheet.

GPH—70,000—17-12-15

J mi 206-16

G. R. S. 12]

General and Revenue Secretariat. | Pol File No. 234 of 1915. |

Serial No.

9) This may be done.

10) At the same time let me have a separate typed note by the Asst Secy on half margin showing what steps are considered necessary in which India to maintain the several Administrations in a legislation or are or improve the morale of the Police; & those we in Mysore have taken or ought to take in future. The note should be self-contained and need not exceed half a dozen (six halfmargin) pages, divided into short paragraphs numbered. Files need not be put up

Pol 1218

11) Subd. with draft D.o.

BG. 16-8-16.

12) Issue

To

1 Mr. Srikantiswara Aiyar. D.o. No. T.663 dt/16-8-16

Requests him to submit his proposals at an early date.

13) Resubd. with reference para 10 supra.

BG. 16-8-16.

14) Please put up reference about the steps taken by the Various Govts in British India.

NOTE—Contn. sheet.

GPB.—70,000—17-12-15

J mi 206-16

4

G. R. S. 12]

General and Revenue Secretariat. | Pol File No. 234 of 1915.

Serial No.

9) This may be done.

10) At the same time let me have a separate typed note by the Asst Secy on half margin showing what steps are considered necessary in which India to maintain or improve the morale of the Office, & those we in Mysore have taken or ought to take in future. The note should be self-contained and need not exceed half a dozen half (in half margin) sheets, divided into short paragraphs. File need not be put up unless called for.

Pol 1-18

11) Subd. with a copy for Dy.

BG. 16.8.16.

12) Issue

Sd/D

1 To Mr. Srikantiswara Aiyar. Dy. No. J663 dt/16.8.16

Requests him to submit his proposals at an early date.

13) Issue subd. with reference para 10 supra.

BG. 16.8.16.

14) Please put up reference about the steps taken by the Various Govts in British India.

Sd/D

NOTE—Contn. sheet.

GPE—70,000—17-12-15

G. R. S. 12]

General and Revenue Secretariat.

Police File No. 2 84 of 1915-16

Serial No.	
2	From The I. G. of Police. no. 1165-112 dt 1.9.16 15) Submits proposals in the matter. As this has not come thro' the Comptroller as required by article 127 of the Mysore Treasury manual this may be returned to the I.G. to subm. thro' the Comptroller. Subd. for orders with a draft. As regards references about measures taken in this direction in British India it is subd. that there are no references here except the Annu. Reports of certain Provinces. These will be looked into and the available information noted, on receipt of the I.G.'s proposals thro' the comptroller. BS 19.9.16 16) Done 23/9/16
3	To The I. G. P. no. T1187 dt 21.9.16 Returns the proposition statements for an omission thro' the Comptroller
4	From The I. G. P. no. 1380-128 dt 15/18.9.16 States that subjects nos 4 & 5 (Improvement of the morale of the police force and the system of recruitment of officers (nos) on the programme of work for the year beginning with 1... have been dealt with in sl. no. 2 and that the adoption of the London police rules (subject no. 6) is not possible

NOTE—Contn. sheet.

GPI—79,000—17-12-15

(586

6

G. R. S. 12]

General and Revenue Secretariat.

Police File No. 234 of 1915-16

Serial No.

at the present stage of solicitor.

17) Subd. Subject no. 6 has already been ordered to be filed (Please see Pol 208-15 put up) Police file no 182-15 relating to subject no. 5 is linked herein.

18) The receipt of the proposition statement from the Complainer may be awaited.

BK. 2-10-16. NGR.

RR 2/10

EB 2/10.

5 From The D. S. P. no. 1504-142 dtd 25-9/2-10-16

Stated that he has already sent a proposition statement to the Complainer for verification & transmission to Govt.

19) Subd. for perusal.

BK. 14-10-16

20 The case will be worked up and submitted after receipt of the proposition statement from the Complainer. A separate typed note will also be submitted as directed in para 19.

21) The D's letter and the copies of contracts are submitted for favour of kind perusal.

Esanivasan 14/10

Extraordinary Member

NOTE—Contn. sheet.

J 686

7

G. R. S. 12]

General and Revenue Secretariat. | Police File No. 234 of 191 5-16

Serial No.

23) Secy. The proposition statement may be awaited.

20.10.16.

23) The proposition statements have not yet been received from the Comptroller. Subd. with a Draft.

B.S.
8.11.16

24) Draft to the comptroller to send proposition statements

8/11

No 1704 13th. Nov: 1916

Requests him to forward the statements

7 from The Comptroller No. 6376-B&R 390 dt 1/2.12.16

Forwards duly verified the proposition statements and states that the proposals if sanctioned can be given effect from 1.7.17 if the provision is made in the next year's budget.

NOTE—Contn. sheet.

GPB 70,000 17.12.15

W D 2733—G P H—60,000—1-12-16—S.

8

G. R. S. III-2

General and Revenue Secretariat.

Police File No. 236 of 1915-16

Serial No.

25

The D. G.'s proposals are briefly as follows:

I Supervision.

The Police Asst. Comrs should be formed into a separate cadre and given a local allowance of Rs 50 each or given a grade higher than officers of similar class in other Depts.

The question of forming Police Asst. Comrs. into a separate cadre was disposed of by Govt. in their order no. F 1917-Police 196-13-4 Dy 22.12.14 and Govt did not accept the D.G.'s proposal.

~~Their orders regarding the proposed local allowance cannot be passed by officers for the Bombay Presidency.~~ If it is decided to give the allowance proposed by the D.G.P. it will be necessary to decide whether the Office Asst. to the D.G.P. and the Ry. Police Supdt. newly created and the Supdt. of Police K.G.F. should also be given this allowance. The last mentioned officer may perhaps be excluded as his is a Spl. grade not corresponding to the grade of Asst. Comrs. The extra cost on this account will amount roughly to Rs 6600 per annum.

712 Please see extract from file Rqrd to be put up

NOTE—Contn. sheet.

WD 1233—GPB—60,000—1-12-16—S.

G. R. S. III-2

General and Revenue Secretariat. | Police File No. 234 of 1916

9

Serial No. II

Investigating Officers.

(a) Inspectors.

The I. G. proposes that the minimum pay of an Inspector should be fixed at Rs 70 per mensem and that his horse allowance be raised to Rs 20.

According to the above proposals there will be four classes of Inspectors viz, Rs 70, Rs 80, Rs 100 & Rs 125-10-Rs 175 instead of the existing 7 classes of Officers on Rs 40, Rs 50, Rs 60, Rs 70, Rs 80, & Rs 100 & Rs 125-10-Rs 175.

The I. G. also proposes to appoint six Probationary Inspectors on Rs 50 each and to train them in the School

It is to be noted that the recent G.O. regarding the appointment of Probationers provides for two Police Probationers on Rs 75 each. In view of this fact it is a matter for consideration whether the I. G. is proposals in this respect should be accepted.

G.O. No. 49060-9102-G.S. 401-16-1-6/2-1-17

(b) Sub Inspectors.

The I. G. proposes to do away with Jamadars and Hd. Constables and to appoint Sub Inspectors in their stead. He proposes two classes of Sub Inspectors

NOTE—Contn. sheet.

WP 1236—GPB—60,000—1-12-16—S.

10

G. R. S. III-2,

General and Revenue Secretariat. | Police File No. 2855 of 191 5

Serial No.

viz, one on Rs 30+~~5~~ (20 & 10) and the other on Rs 40+~~5~~ (20, 15 & 10) classed in the present class of Rs 30+12.

This proposal is in accordance with the recommendation of the Indian Police Commission that the work of investigation should be entrusted to fairly well paid officers. In the Madras Presidency the selection of constables for this class of officers are limited by considering applications for the purpose.

HT

The above proposals in respect of the investigating staff are stated to result in an extra annual expenditure of Rs 86874.

III Daffadars, Serjeants & Constables.

It is proposed to place Daffadars and Serjeants in two extra grades of Rs 14, Rs 16 in the Dts. and Rs 16 and Rs 20 in the Cities & the K.G.T.

The I.G. fixes the following Rates of pay for constables in the Dts. and in the Cities & the K.G.T. :-

Dts.

Rs 8 at the start,
Rs 9 after 3 years service
Rs 10 after 8 years service
Rs 11 after 15 years service.

Cities & the K.G.T.

Rs 9 at the start
Rs 10 after 3 years service
Rs 11 after 8 years service
Rs 12 after 15 years service

As provided for by the

NOTE—Contn. sheet.

WJ 1233—GHB—60,000—1-12-16+S.

11

G. R. S. III-2,

General and Revenue Secretariat. | Police File No. 2354 of 191 5-16

Serial No.

comptroller the I.G.'s letter is at variance with the proposition statement. The proposal contained in the letter is similar to the one sanctioned recently by the Mysore govt. and may perhaps be accepted. The I.G.'s proposals regarding Daffedars, Sergeants & Constables to scales result in an annual extra expenditure of Rs 84474.

IV The Finger Print Bureau & the C.I.D.

The I.G. in his letter proposes to strengthen the Bureau at an annual extra expenditure of Rs 3000/. But the proposed scales in the proposition statement under these heads do not show these items of increased expenditure.

V K.G.F. police.

The cost of the extra staff already asked for calculated at the rates mentioned above is stated to come to Rs 10820 per annum. But the question of augmenting the K.G.F. police has been ordered to lie over.

71 N

VI Ry. police Supdt.

The cost of this appointment is stated to amount to Rs 4200 per annum. This appointment has already been

NOTE—Contn. sheet.

WD 1233—GPB—60,000—1-12-16—S.

G. R. S. III-2

12

General and Revenue Secretariat. | Police File No. 236 of 1915

Serial No.

File cancelled in another connection

same cleared.

VII. Revision of the Dt: Police Office Establishment.

The D.S. urges for sanction of the proposals already ruled by him involving an extra cost of Rs 11460 per annum.

File lies (Pol 259-14)

VIII. Improvement of Cooked Establishment.

It is proposed raise the pay of the Cooked Police from Rs 2 & Rs 3 in the ~~Kochas~~ Maidan and from 6 Rs 4 in the Malnad the extra expenditure amounting to Rs 11844.

IX Improvement of the Village Police.

The necessity for increasing the emoluments of patels, Coles & Talaris is urged and it is suggested that this question may be taken up simultaneously with the survey operations now going on.

~~X~~ Buildings.

Adequate provision should be made for police buildings.

26) The extra recurring expenditure according to the Comptroller is Rs 2,12,378 2/5 per annum while it is according to the D.S.P. Rs 2,17,952 per annum.

NOTE—Contn. sheet.

WD 1283—GPB—60,000—1-12-16—S.

G. R. S. III-2.

13

General and Revenue Secretariat. | Police File No. 234 of 1915-16

Serial No.

27) It is a matter for consideration whether any intimation has to be given to the Ry. authorities regarding the increase of expenditure in the Ry. Police establishment. (Please see ~~this office~~ D.O. letter no. ~~Pol~~ C-S. 185-67 31-8-16 to the Residency.)

7 K, Vol 113-13-34

28) As regards the measures taken in British Indian Provinces for improving the morale of the police it is subd. that the available Police Admn. Reports are broken into. Those which contain a reference to the subject are put up. It will be seen therefrom that efforts are being made to raise the pay & prospects of the force and to provide suitable quarters for them.

7 L, 1, 1, 1, X, 0, 4.

29) Br II has to be consulted in the matter.

30) Subd. for orders with references.

BH
12.1.17 HH
TS

NOTE—Contn. sheet.

III DRA 31 4.

Police file no. 234 of 1916-16

SUBJECT No. 31.

Increase of pay to *Totis* for police duties.

Mr. C. Channakesaviah, Chitaldrug Taluk.

Summary of discussion.—The present pay, *viz.*, Rs. 2, paid to *Totis* for watching the roads is low. Consequently, they are not discharging their duties satisfactorily. The pay of these men may be raised to Rs. 5 and good work taken from them or their services dispensed with.

Reply of Government.—Will be considered.

---

31) Subd. The D. C. has called for proposals in the matter and they are under consideration. This may be placed in that file.

15.1.17.

Rec.

EB
17.1

B

J Mis. 1075-16

15

Extract from the Address presented by
Mr H. M. A. Cooke.

Augmentation of the Police Force.—The need of additional Police to patrol the residential portions of the mining area which was represented in the Board's Addresses last year and the year before, still exists, and I am to ask that this matter also may receive your kind attention. B.

P.C.

32) Subd. The question of augmenting the K.G.F. Police force has been under consideration for some time. The file on the subject is noted. in connection with the reorganisation of the police dept. when the question has again been urged by the K.G.P.

RS 15.1.17

EB 17/1

Please see also Pol. 2 no 27b 13 linked up with the matter & the Govt. in charge [illegible]

CL 22.1.17

WP 1233—GTB—60,000—1-12-16—S.

1105

16

G. R. S. III-2.

General and Revenue Secretariat. | Police File No. 234 of 1915-16

Serial No.

† Serial 7

53) To improve the morale of the Police force, the Dy of Police has submitted certain proposals for the consideration of Govt. The proposals are dealt with under the following headings: Gazetted officers, Investigating staff, Constabulary, Finger Print Bureau and the CID, Rly & Police, Railway Police, District Police officers, Buildings, Chalandookal Hostel and Village Police.

54) First as regards the Gazetted officers, the Dy. recommends that they should be formed into a separate cadre, and given a local allowance of Rs 500/- as an incentive for staying in the Dept and doing good work. This question of separation was only recently considered by Govt, and it was decided that no change was necessary, and that an Assistant Commissioner posted to the Police Dept should not ordinarily be transferred to any other Dept for at least 5 years. The 3 cases referred to by the Dy are cases in which the officers had worked in the Police Department for over this prescribed period. Further it is not clear why an allowance of Rs 500/- should be paid to the DSPs if their cadre is separated from the general cadre of Assistant Commissioners. There will be no desire to change and no chance of a change being sanctioned, and the officers will have to depend entirely for their prospects entirely on their own depts.

NOTE—Contn. sheet.

W. 1233—GPB—60,000—1-12-16—S.

G. R. S. III-2)

17

General and Revenue Secretariat. | Police File No. 284 of 1915-16

Serial No.

35) It is time a point for orders whether the recent decision should require any modification.

36) With regard to the Statutory and pay of the investigating officers, the IG's proposals do not go to the extent recommended by the Police Commission and adopted throughout British India. The minimum pay recommended by the Commission is Rs 50. for a Sub-Inspector, and the educational standard is at the least Matriculation examination. The IG's proposals do not refer to the educational qualification or the discipline of direct recruitment very much recommended by the Commission. He has not suggested any practical method for recruitment or how the present men will be dealt with. The pay recommended by him is Rs 30. rising Rs 40. This is not likely to attract men of good social status and education. In any case the revised Scale should not amount to an increase of pay to the existing staff of unqualified Jamadars and Sub-Inspectors. The steps should be taken to recruit direct fresh candidates with necessary educational, physical and social qualifications, in order to improve the morale of the force. If necessary recruits can

7: 0

NOTE—Contn. sheet.

WD 1233—GPB—60,000—1-12-16—S.

G. R. S. III-2,

General and Revenue Secretariat.

Police File No. 234 of 1915-16

Serial No.

be secured by this scale pay now proposed there may be no necessity for any change; therein even higher scales should be offered, as the whole investigation of cases depends entirely upon the capacity and integrity of this class of officers.

37) The D.G. has incidentally recommended increase pay to the Inspectors and the separation of the Police and magisterial functions in each Dist. If the pay of the Dist. Inspectors is raised, it follows that the pay of the Inspectors should also be raised, and the proposal of diverting a number of Police powers now that deserves favourable consideration. No additional expenditure other than what is required for improving the status of the Inspectors will be necessary and the question of separation of judicial and executive functions will be solved to a very great extent.

38) The D.G. of Police next recommends an increase of pay to the constabulary and prospects of promotion in the shape of increments after certain years' Service. The fact that there have been as many as 796 vacancies and 732 temporary substitutes seems to be a sufficient argument in support of this recommendation. The increase in the wages of an ordinary coolie, and the

NOTE—Contn. sheet.

WD 1233—GPB—60,000—1-12-16—S.

G. R. S. III-2.

19

General and Revenue Secretariat. | Pdiil File No. 234 of 1915-16

Serial No.

difficult and arduous nature of Police duties and the unattractiveness of its prospects may be the operative causes for this unsatisfactory recruitment. The same difficulty in recruitment is felt all over British India, and this fact is being raised. The question of increase of pay in this case as also in the increase of pay to Khas Thalais which is one entirely of funds, and must be considered only gradually.

39) Head of Police also proposes some increase to the Finger Print Bureau, CID Madras. In view of the increase of work due to the introduction of Criminal Tribes Regn, some increase will have to be sanctioned to the Finger Print Bureau, CID.

4th IV

The question of increase of the Police Madras has been ordered to lie over, and no arguments have been adduced for reconsidering that order. The question of increase of hands to the District Police is being dealt with separately and the DG has promised to send separate proposals which may then be considered.

PR 1859-14 Madras

40) The question of buildings is also one that has to be favourably considered. Since it has everywhere been recognised that housing accommodation should be provided for the Police. The file is apparently dealt with in P.W.D, and the question is of funds.

41) The question of improvement of

NOTE—Contn. sheet.

WP 1233—GPE—60,000—1-12-16—S.

G. R. S. III-2.

20

General and Revenue Secretariat.

Police File No. 2 [illegible] of 1915-16

Serial No.

the morale of the force depends upon improved methods of recruitment of the investigating staff, the improvement of their status & pay, and housing accommodation. These are the main factors recognised by the commission and adopted by the British Govt. A proper training of the recruits is also a factor that has to be taken into consideration. If the general scheme is approved, and provision is made, it may be gradually brought into operation. It is neither possible nor desirable to bring the whole scheme into force at once. The expenditure may have to be spread over a number of years, and by gradual recruitment, the investigating staff may be made to consist of their new type men. So also in the case of buildings. The question is one of funds, and it is a point for orders how much can be allotted every year for achieving the object sketched forth by the D.G. of Police. Details will have to be settled subsequently for favour of opinion.

Sd
5/3

Rec'd 17-3-17.

By II/

(2) From the financial forecast for the triennium commencing with 1915-16, it is apparent that the present financial situation is such as

NOTE—Contn. sheet.

WD 1233—GPB—60,000—1-12-16—S.

21

G. R. S. III-2]

General and Revenue Secretariat. | Police File No. 234 of 1915-16

Serial No.

Note 2.

as do not allow schemes of an improductive nature being undertaken. Moreover the amounts sanctioned for the reorganisation of the Police Dept. has far exceeded the limit originally laid down the triennial forecast for the reorganisation of the Police Dept.

19.3.17

43) The proposals submitted by the Inspector General of Police involve an increase of recurring cost to the extent of 20,751 p.m. or about 2½ lakhs per annum, classified under the several heads as under as per new classification -

		Rs	
2.	Criminal investigation dept.	93	per annum.
3.	Police force.	17,952	"
4	Police training school.	499.	"
5.	Hy. & Ry. police.	1876.	"
6.	Railway police.	331.	"
		20,751.	

44) The bulk of the increase is thus under Police force, i.e. about 2,15 000 — per annum. Govt. have decided to make a provision of 1 lakh for the reorganisation of the Police force and this amount is included in the provisional estimate. page 35. No provision has been made for the

NOTE—Contn. sheet.

WD 1233—GPB—60,000—1-12-16—S.

G. R. S. III-2]

1103

General and Revenue Secretariat. | Police File No. 2324 of 1915-16

Serial No.

increases required under other minor heads.

45) Attention is also invited to para 66 of the hospitality from a reference to it will be seen that only a small proportion of the total allotment under the Comp. Police and Army:-

46) It is therefore necessary that the proposals should be revised so as to bring the total cost of additions sanctioned now within the allotment of 1 lakh. The revision will have therefore be confined to very urgent items, the others being deferred till next year.

Bor. III.)

18
4.5.1917.

47) In the meanwhile a copy of the proceedings of the meeting of Police Superintendents held in the D.G.'s office on 22.5.17 has been received. One of the subjects discussed in the meeting was the reorganisation of the police with a view to bring down the expenditure to one lakh of rupees allowed by govt. the lines on which the revision should be carried out have

NOTE—Contn. sheet.

WD 1233—GPB—60,000—1-12-16—S.

General and Revenue Secretariat. | Police File No. Z 34 of 1915-16

Serial No.

been indicated. An extract from the Proceedings relating to this subject is put up.
B.T.
15.6.17

8 From the Inspector General of Police in Mysore. No. 424/23 dt 21.7.17.

Forwards a note containing his proposals for the reorganization of the Police Department for the utilization of the sum of 1 lakh of rupees provided for the purpose in the budget of the current year solicits early orders of Govt. in the matter.

Paper under Retrial

48) Secretary's orders on the letter: . . . . . Work up & Submit. Let me see the papers with all references. Sd. D. M. R. 22.7.17."

49) Submitted.
MRR
23.7.17.

P.U.D.

50) The I.G. of Police has submitted a slightly modified scheme of reorganisation and has also proposed how the sum of one lakh of rupees allotted in this year's budget may be fully utilised.

51) The total cost of the Scheme according to the schedule submitted by Mr Srikantaswamy Iyer is 2,18,132 and that of the present I.G. will be 1,99,052.

NOTE—Contn. sheet.

WD 1233—GTB—60,000—1-12-16—S.

G. R. S. III-2]

General and Revenue Secretariat.

Police File No. 234 of 1915.-16

Serial No.

52) Under the present † Scheme, the sum of one lakh will be fully utilised this year, but an additional allotment of 20,000 R will have to be made next year and increased at the same rate for 5 years till the full Scale is reached.

53) Both Mr Sankaranarayana Iyer and the present Dy. are of opinion that the Police Superintendents should be formed into a Separate cadre. This question, if appeared, will be dealt with Separately.

54) As regards the Regular Police, the Dy has proposed a reorganisation in every grade from the Inspectors to the Constables, and this may now be considered in the order given in his † note.

1. Inspectors existing scale -			Proposed Scale		
2 on	175-5-200	375	2 on 200 -	—	400
3 -	125-10-175	750	2 - 175	-	350
1 -	150 —	150	5 - 150	—	750
1 -	100-10-150 -	125	5 - 125	—	625
10 -	100 -	1000	1 — 100-10-150		125
1 -	75-5-100	~~75~~ 87½	15 - 100 -		1500
10 -	80 -	800	1 - 75-5-100	—	87½
11 -	70 -	770	20 - 80	——	1600
12 -	60 -	720	25 - 70	——	1750
25 -	50 —	1250	42 - 60	——	2520
40 -	40 -	1600	6 Probationers 40-10-50	-	270
118 -		7627½	124 —		9977½

NOTE—Contn. sheet.

WD 1233—GPB—60,000—1-12-16—S.

General and Revenue Secretariat. | Police File No. 234 of 1915-16

Serial No.

The increased cost under this head will be Rs 28 200 per annum.

55). In this connection the I.G. points out in support of his recommendation for the increased pay to the Inspectors, that the minimum pay of an Inspector in Madras is Rs 150 p m but that it is only 40 p m here. The I.G. however does not refer to the fact that the duties performed by the Inspectors in B. & Ors under the scheme inaugurated by the Police Commission are altogether different from those performed by the Inspectors here. The work done by the Inspectors in Madras has been found to be not very satisfactory and as an experimental measure, the Sub Inspectors have been placed under the direct supervision and control of the Deputy Superintendents of Police in Trichinopoly and Salem Districts. But having regard to the superior quality of work required of these officers, and the necessity for attracting qualified persons, the scale proposed by the I.G. seems suitable and may be approved. The difference between the existing scale and that proposed consists in starting the men on a higher initial pay, and in giving them better prospects of promotion (or chance) by providing a larger number of appointments in the higher grades.

Ig 2

NOTE—Contn. sheet.

XD 1233—GTB—60,000—1-12-16—S.

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56) The DG. expresses that the benefit of the new Scale will be given only to those who are found deserving, and that no one will be given more than one grade promotion. This will reduce the expenditure that might otherwise be incurred on the scheme. The additional cost, according thereto, will be only Rs 12000 this year.

7 Y page 4

57) Temporary Inspectors

do page 5

The DG. proposes to replace 4 of these by Sub Inspectors on 40, and keep the remaining 5 in the last class of Inspectors. This involves an additional annual recurring expenditure Rs 1200/-

58) Horse allowance.

The DG. proposes a horse allowance Rs 30 for the two cities, HQrs: Malwad Station, Gadag, Hunsur, Davangere Stations, Rs 25 for Dt. Head Quarter Stations, Semi Malwad rolling country stations Rs 20/- pattis rest.

59) Inspectors in the cities, HQrs, Hd Quarters Inspectors may, ~~be per~~ when permitted, have a bicycle instead of a horse, draw a cycle allowance of half the amount of horse allowance.

MD 1533—GPB—60,000—1-12-16—S.

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Mr Sankaranarayana Iyer had recommended a uniform rate of Rs 20/- to all Inspectors except-in two out Rs 50/- and a rate varying from 10 to 20 to Sub Inspectors. There does not seem to be sufficient justification for this high rate proposed by the D.I. of Police and except in the case of the river Police, such a high rate does not seem to be in force even in British India. A special high allowance of Rs 30/- is allowed in the State in the case of upper Subordinates working in the Malnad.

Fy L page 5

(b) Having regard however to the fact that some places are more costly than others, a rate of Rs 25/- for the Malnad stations, 20 for the cities and 17½ and 15 in other places may perhaps be considered sufficient. ~~In the case of Sub Inspectors, this rate may perhaps be fixed at 10 or 15 Rs.~~

Fy M, para 100

The Police Commission recommended a horse allowance ranging Rs 15/- to Sub Inspectors drawing 50 to 80 Rs, with monthly spurs. Our Inspectors are riverine duty spurs and not purely supervising spurs as in Madras.

(c) The D.I's proposals regarding the cycle allowance will have to be modified having regard to the recent order of Govt of 21.6.1917, under which the conveyance allowance will be reduced half or Rs 7.8 whichever is less.

NOTE—Contn. sheet.

GD 1253—GPL—60,000—1-12-16—S.

General and Revenue Secretariat. | Police File No. 236 of 1915-16

Serial No.

62) Sub Inspectors

The Police Commission recommended that the Sub Inspectors should start on a pay of Rs 50 and rise up to 80, and this recommendation regarding initial pay is being adopted in British India. But this rate was considered too high when the redistribution and investigation Scheme was introduced in the State. Further there will be a great gap between the pay of the Head Constable and that of the Sub Inspector, when a suitable percentage of Sub Inspectors (15 p.c. is fixed by the Police Commission) has to be recruited by promotion of qualified head constables. Two grades of Sub Inspectors on 50 - 40 may be fixed as recommended by the Sankaralingam Nair. The present DG does not appear to disagree with his predecessor in this matter and his alternative Scheme suggested by him was,

The additional cost under the present DG's scheme will be Rs 49,680, but that under the Sankaralingam Nair's Scheme will be Rs 30,600. The immediate allotment required for the first year will be Rs 9,960 under the DG's Scheme, and Rs 6,600 if two grades are fixed.

DG's para 60

NOTE—Contn. sheet.

MD 1233—GPB—60,CCC—1-12-16—S.

G. R. S. III-2]

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General and Revenue Secretariat. | Police File No. 236 of 1915-16

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63) Duffedars Sergeants

The existing scale is 12, 14 x 16, and the Dy. proposes 14, 16 x 20.

Present Scale		Proposed Scale	
133 - x 16 -	Rs 2128	34 x 20	680
154 - 14	2156	176 - 16	2176
213 - 12	2556	330 - 14	4620
Total	6840	Total	7476

For 2 page 41a

The increase in cost will be 6984 per annum. The Police Commission recommended that the pay of the Head Constable corresponding to Duffedar should not be less than Rs 15/. In Madras the scale was revised last year raising and three grades were formed at Rs 17, 21, and 25. Considering that the initial pay of the higher officers is comparatively low as that prevailing in Madras, the Scale proposed seems reasonable and may, if approved, be adopted.

Dy. M. para 57.

64) Constables.

The existing scale of pay are 8, 9, 10 x 11 in the cities and 7 - 9 in the cities. Government noticed in their Review of the administration Report last year that the existence of a large number of Substitutes was not-

Note reported that there are large numbers of vacancies.

Dy Q

NOTE—Contn. sheet.

AP 1233—GPS—60,000—1-12-16—S.

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Fg L page 10

Satisfactory. The Dy. Accountant proposes to fix the scale pay at 9 to 72 in the cities, viz. and 8 to 71 in the Districts, and local allowance in certain places. The additional cost will be Rs 72,414 per annum ~~to be sanctioned~~.

The proposal is:-

1) Rs in Districts
   Rs 9 in cities
   } on entertainment,
2) 9 to 10 after 2 years,
3) 10 to 11 after 7 years Service and
4) 11 to 72 after 15 years Service.

65) As most of the men are expected not to have completed the required period Service for earning the promotion, the additional cost will not amount to more than Rs 3000 as according to the D.G.

66) It may perhaps be convenient to know the prevailing rate in the Cotton Stations which attracts most of the city men. There are 4 grades of constables in the Cotton Stations as 9. 10, 11 & 12, but there is no progressive scale as proposed by the D.G. At Madras, however, a progressive scale was sanctioned last year viz Scales 10, 11, 12 & 13.

1) 10 Rs for the first 5 years
   11 after 5 years
   12 after 10 years &
   13 after 17 years.

NOTE—Contn. sheet.

ND 1233—G.P.B.—60,000—1-12-16—S.

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The scale proposed does not appear to be high, having regard to the fact that all pay prospects are stated in the case station viz the District of Madras.

Fg 2 page 13

6) Police Training School

The Dy. proposes a revision to raising the efficiency of the School, by placing the School under the charge of an Assistant Supt. with a local allowance of Rs. 50/-. No special instructors are required, but it is proposed to select suitable Inspectors and post them temporarily with local allowance of Rs 40/- in the case of Inspectors, Rs 25/- for Sub Inspectors. A higher paid Superintendent does not appear to be necessary. In this the question of ~~appointing Inspectors~~ changes Instructors now there according to the exigencies of Service may not be desirable, but this matter can be dealt with separately. The only question is whether in addition to the ordinary horse allowance, this additional allowance will be necessary. ~~The Instructors do~~ are not required There will be no necessity for maintaining horse when ~~being~~ the Instructors work in the School The ~~horse~~ allowance may then be given as ~~good~~ as School allowance, the extra cost will then

NOTE—Contn. sheet.

AD 1233—GPB—60,000—1-12-16—S.

Serial No.

to the increase of pay & allowance to the principal, and the additional cost for shorthand writer, photographer, Riding School, and house rent

68) Finger Print Bureau

Fg L page 66

The DG. requests an additional sub-Inspector & a clerk for F.P. Bureau and one Sub-Inspector C.I.D. The increase in work justifies the additional establishment asked for in F.P.B, but no information is available as to why the C.I.D requires strengthening.

69) Godowns

The necessity for increasing the pay of the Khalasis has been repeatedly urged by the DG. in his reports, and an increase of one rupee a month does not appear much. The DG. however proposes to ~~reduce~~ abolish some of the godowns, and the additional cost will amount to no more than Rs 6000/-

70) The total expenditure for the next year will be Rs 95,970 according to the present Scheme as Rs 92,610 if the Sukkur Region Scheme is adopted. It will be a little less than this latter sum if the suggestion about horse-allowance is made above

AD 1233—GPB—60,000—1-12-16—S.

G. R. S. III-2]

General and Revenue Secretariat.

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adopted.

Sd/ 30/5

Sd/

1) I am in favour of a separate cadre for Police Supts with suitable prospects. The arguments which would establish this conclusion would apply to other depts such as Excise & Accounts. The Civil Service Scheme shall have to be modified substantially, if a separate cadre has to be instituted for the several depts. The present Civil Service scheme, however justifiable on the ground of the smallness of the Administration, is decidedly against efficiency & Specialisation in the long run. The question of the staff for Superintendence may however be considered separately. The proposal to give local allowances to Supts of Police in the meanwhile does not seem reasonable as the reorganization does not result in any substantial addition to their work or responsibilities.

2) In other respects the proposals of the late D.G. of Police seem more suitable & economical.

Fwd 24/1)

Dtee 1678 8/1678

NOTE—Contn. sheet.

AD 1233—GPB—60,000—1-12-16—S.

G. R. S. III-2]

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The following observations and suggestions are offered for consideration.

1. Mr. Datta in his note, "A Scheme of departmental Settlement for Mysore" page 13 a has remarked as follows:-

"There was no appreciable increase in the (Police) charges up to 1912-13. In the last three years there has been a reorganization at an increased cost of about 100. The service still requires development badly and possibly an additional expenditure of 200 will put the service on a satisfactory footing. 100 out of this may be allotted from the existing surplus and the standard taken at 5 more than the actual expenditure of 1915-16, 10, 81 and 20 may be allotted annually out of the annual growth of revenue to meet charges of further development. This will enable the Department to be put on a satisfactory footing in about three or four years".

2. The proposal of the Offg. Inspector General of Police, Mr. K.R.Srinivasiengar, to sanction a scheme of re-organisation involving an increased expenditure of about 2 lakhs to be spread out in a period of 10 years, the cost during the current year being limited to 1 lakh and the balance of 1 lakh being spread over the next ten years at the rate of 15,000 for the

NOTE—Contn. sheet.

AD 1223—GPB—60,000—1-12-16—S.

G. R. S. III-2]

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first 5 years and 5,000 for the next 5 years there -after seems suitable and may be agreed to.

The incurring of additional expenditure during the succeeding years will of course be subject to the principles of the ~~Final~~ Financial Settlement.

~~10~~ 3. The General Secretary observes that the proposals for reorganization of the late Inspector General of Police, Mr. Srikantesvara Aiyar submitted to Government in September 1916 seem suitable and economical.

4. The pressing needs of the Police Department requiring ~~very~~ immediate attention are:-

FIRST: The improvement and quality and status of the Inspectorate and of investigating Officers.	87,000
SECONDLY: The improvement of the constabulary. (Duffedars, Sergeants and Constables).	85,000
THIRDLY: The improvement of ghat or OOKAD Toties. ..	12,000
FOURTHLY: Additional Staff for Kolar Gold Fields and Railway. ...	15,000
	199,000

5. As regards the pay of the Inspectorate in the first item, the revised proposals of the Offg Inspector General of Police, Mr.K.R.Srinivasiengar

NOTE—Contn. sheet.

GD 1233—GPS—60,000—1-12-16—S

G. R. S. III-2]

General and Revenue Secretariat. | Police File No. 234 of 1915-16

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appear however to be more acceptable from a financial point of view.

(1) Inspectors.

(a) Minimum pay to be raised from Rs. 40 to 60

(b) Addition of 6 Probationary Inspectors on Rs. 40-$\frac{10}{1}$-50 to the cadre.

(c) In the higher grades increment system to be replaced by appointments on fixed pay in accordance with Government Order No. F1,6772-821/G.F.1)4-16-2 dated 24th April 1917 except in the case of the Special Reserve Inspector and Sub Inspector.

(d) The alternative scale proposed by him involves an increase of cost of only 28,200 as against 36,270 proposed by Mr. Srikantesvara Iyer, with the principles regulating the grant of promotion from the old to the new scale of pay as noted by him in clause V page 2 may be approved.

(e) The Horse allowance of the Inspectors may be fixed at Rs. 20 all round without distinction as proposed by Mr. Srikantesvara Iyer.

(2) Sub Inspectors.

The proposal to replace all Jamedars by Sub Inspectors gradually as competent men are forthcoming and to the extent funds are available and to have two grades of Sub Inspectors on Rs.

40

(1) Inspectors

(a) No financial objn (if graduate & Backward class undergraduate only are to be appointed as proposed) M 5/9

(b) No financial objn if considered necessary by Revenue Branch M 5/9

(c) No financial objn, but the two Reserve appts may also be made on fixed pay. Otherwise these appts will not be earmarked for any fixed rate of pay, the holders getting the graded pay of their respective grades. M 5/9

(d) Mr K.R. Srinivasaiya's proposals may be accepted. M 5/9

(e) I think we may have two rates only – Rs 25 and Rs 20/- instead of 3 rates 30, 25, & 20 as proposed by Mr K.R.S. M 5/9

(2) Sub Inspectors

A grade of 229 open on Rs 40/- with an upward contst of only $\frac{1}{3}$ of 188 or about 39 Inspectorships will lead to great stagnation and discontent. Moreover as school-final men only will be available on initial pay of Rs 30/- will be sufficient. I would propose 3 grades in equal numbers on Rs 30, 40 & 50 without affecting the aggregate cost.

NOTE—Contn. sheet.

AD 1233—GPL—60,000—1-12-16—S.

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(b) No objn. to 6 posting subinspectors if Administrative branch agrees.

(c) Horse & cycle allce proposals acceptable subject to the general orders regarding cycle allces recently passed.

(3) Constabulary

(i) I agree with a/s fin about Duffedars & Sergeants.

(ii) I agree with a/s fin. Fixed grades on 8, 9, 10 & 11 in the proportion of 1:2:2:1 may be adopted with a local allce of Re 1/- for cities etc. Two different scales as proposed by Fy. will lead to administrative inconvenience.

Rs. 40 and 30 (50 in the first grade and the rest in the second grade) with horse allowance Rs. 15 in maidan and 20 for 9 in Malnad and cycle allowance of 7/8 for 42 may be agreed to.

3. Constabulary.

(1) Duffedars and Sergeants.

The regrading of 12,14 and 16 into 14 and 16 in the districts seems suitable.

The same grading may be adopted in the Cities and Kolar Gold Fields also instead of Rs. 16 and 20 as proposed.

For as recommended by the District Police Officers Conference held at Mysore on 22nd May 1917 the pay of the Constabulary may be uniform throughout the State .

A subtantial loacal allowance is given to Duffedars and Sergeants at the Kolar Gold Fields of Rs. 10 each. If necessary a local allowance of Rs. 2 may be given to the Daffedars and Sergeants in the two cities of Bangalore and Mysore.

(ii) The increase ~~as~~ to the scale of pay proposed for the constables by having four classes 8, 9, 10 and Rs. 11 in Districts as for the town Police men may also be agreed to. It would be however more in keeping with the policy sanctioned in the Government Order. Fl.6772-821/G.F. 154-16-2 of 24th April 1917, if fixed pay be -

NOTE—Contn. sheet.

JD 1593—GDS—60,000—1-12-16—S.

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adopted in lieu of the progressive scale of pay proposed viz. Rs. 8 on starting - Rs. 9 after 3 years, Rs. 10 after 8 years, Rs. 11 after 15 years.

The scale for the towns and Districts should be uniform. If necessary, a local allowance of Re.1 may be given to the constables at the two Cities of Bangalore and Mysore. The constables at Kolar Gold Fields get Rs. 4/-.

7. Ookad Thoties.

Pay may be raised to Rs. 3 in Maidan and to Rs. 4 in Malnad, the number of Ookads at places not needed being abolished so as to reduce the cost to 6000 as proposed by the Conference and the Offg Inspector General of Police.

Agree. 22/5/19

N Vide tabular Statement comparing the cost of the several alternative proposals.

76) The cost of the above proposals will be about 1,47,000 of which about 50% is on account of the Constables—

15) The other items which do not appear to be very urgent may be taken up for consideration - after it is ascertained that funds are available for necessary increase being sanctioned according to the Settlement Scheme, next year.

To see).

18/18.8.(91).

76)

Other proposals:

Police Training school — Rs 6030

Road school for constables — Deferred

Dist Police Supts — Rs 6780

NOTE—Contn. sheet.

AD 1233—GPS—60,000—1-12-16—S.

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Fingr Print & C.I.D -- 1860

Chief Police Stores -- ~~[illegible]~~ Rs 150 + 30.

7.) Of these all items except reorganisation of the Dist. Police appts may be deferred.

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8) For convenience I have noted on the margin of M/s Fin's note. I think the proposals with the modifications indicated in those notes may be sanctioned.

I append

(a) A statement showing the total extra cost of the proposals agreed to by me. The actual extra expenditure during the current year will be well within the sum of one lakh provided for the purpose. As the Offg I.G. expects that it will take 5 to 10 years to give full effect to the scheme owing to restrictions as regards qualifications etc there will be no difficulty in finding funds at the rate of a few thousand rupees per year for the next few years & bringing the scheme into full operation.

(b) A statement showing cost of police per 100 sq. miles & 1000 population in the several British Indian provinces & Mysore. The cost in Mysore will compare favourably

NOTE—Contn. sheet.

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[illegible] 1253—G.P.S.—6,000—1-12-16—S.

40

G. R. S. III-2]

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Serial No.

[illegible]
[illegible] 10 SEP 1917
[illegible] 21·4–16

even after the increase proposed.

(c) a statement showing the number of Police stations the proportion of police to area population &c in the several British provinces and in Mysore. According to this statement Mysore at first sight seems over-policed in comparison with some British provinces but the present proposal is chiefly not for increasing the number of Policemen but for increasing their emoluments. And the cost of Police in Mysore is lower than in the British provinces as is clear both from the statement referred to in the previous paragraph & from this statement.

M

8/9/17

NOTE—Contn. sheet.

P.T.O.

Police reorganization

Police file no 234 B. 1925-46

Statement showing the total extra cost of the proposals as agreed to by the Fl. Secretary /

Items.	Excess cost per annum (as accepted by Financial Secy) Rs
Improving the pay and prospects of Police Inspectors.	28.200
Horse allowance to Do.	4.800
Sub Inspectors pay	49.680
Horse allowance to Do.	23.784
Duffedars & Sergeants including local allowance to men in the cities etc	6.168
Constables including local allowance to men in the cities 838(8) ; 1674(9) ; 1674(10) ; 837 (11) ; L.A 678(1)	73,056
Gokaal Jotis	6.000
District Police Offices	6.780
Total Rs	198.468 or
minimal sum Rs	200.000

-N
8-9-17

P.T.O.

Statement showing the Cost of Police per 100 Sq miles and 1000 of population.

	Name of the Province or State	* Total cost on Police	@ Area	@ Population	Police cost per 100 Sq. miles	Police cost per 1000 of population	Remarks
1	Bengal	1,11,12,000	78,699	45,483,077	141 20	244	
2	Madras	1,16,71000	142330	41,405,404	8200	281	
3	Bombay including Sind	1,10,09,000	123059	19,672,642	8946	559	
4	United Provinces	1,26,07000	107267	47,182,044	117.52	267	
5	Punjab including Delhi	70,11,000	99779	19,974,956	7026	350	
6	Mysore excluding Coorg	1138000	29461	5705359	3862	199	

Taken from the Census tables

Police 1914-15 to 1915-16

* N. B. The figures are taken from the Budget estimates for 1916-17.

@ Figures taken from the Statistical Abstract for British India 1913-4

Hons
7/9/17

D) Statement showing proportion of Police to area, population etc

	Number of Police Stations	Average area attached to a Police Station	Average population for a Police station	Average of cognizable crime for a Police Station	Proportion of Police: to area	Proportion of Police: to population	Proportion of cognizable crime investigated by Police force	Average cost of Police force per head of population	Remarks.
								Rs.	
Bombay	467	274	40091	78	16 - 5.52	16 - 772	1.5	0 - 5 - 10	
Bengal	656	112	67762	141	16 - 3.4	16 - 2081	4.3	0 - 3 - 2	
Madras	985	144	42019	169	16 - 4.3	16 - 1257	5.1	0 - 3 - 9	
Mysore	356	81	16200	29	16 - 4.7	16 - 950	0.59	0 - 2 - 11	

N. B. The figures are taken from Statement D of Administration Reports Bombay 1913, Madras & Bengal 1915 and Mysore 1915-6.

Police files 2340/1915-16

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HOC 8/9/17

WD 1233—GPB—65,000—1-12-16—S.

G. R. S. III-2]

General and Revenue Secretariat. | Police File No. 234 of 1915-16

Serial No.	
7	From The I. G. of Police. no. CS/09 24/26.10.17 Forwards an extract from the Madras Police Admn Report for 1916 and requests early orders on his proposals re reorganisation of the Dept 82) Subd. This may be included in the main file 8/11. 6.11.17 Gs 7/11

NOTE—Contn. sheet.

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WD 1233—GPB—60,000—1-12-16—S.

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G. R S. III-2]

General and Revenue Secretariat.

Police File No. 2 32 of 1915/16

Serial No.

83) Sealed.

B.G. 11-9-17

GS 11/9

Sir C. Measby

Taken from the 18th December Note for Assembly Office on 29-10-17

2261 18/12

84) The Scheme has the benefit of the scrutiny of the Local and Provincial F.P.Bs. And the financial aspect of it has been thoroughly scrutinized by the Hon. Secy. who concurs. There is a less enthusiasm with the recommendations of the Provincial F.P.B. And there is provision of one lakh of rupees in the current year's budget also. Hon. Sealed also stated that the Govt. stands in respect of any re-organisation in his Note in the financial settlement for last year. The Scheme must wait the few months indicated by the Hon. Secy. before it can be considered as to when it may come into force at least during the remaining seven months of the current year. The F.P.B has frequently represented that nearly one-third of the total strength of the Constabulary is remaining vacant for want of men who are not attracted by the present rate of pay - there is a fairly serious shortage of appointments and much immediate attention on our part. The file may be circulated for consideration at a Secy's meeting of the Committee

Ch. Secy) 18/12/17

NOTE—Contn. sheet.

979

WD 1233—GPB—60,000—1-12-16—S.

46.

G. R. S. III-2]

General and Revenue Secretariat. | Police File No. 234 of 1915.-16.

Serial No.

25) Maybe circulated & discussed at a meeting of Council.

3264 19/12/15

Dewan

19/12/15

26) Yes

27) Circulated 20/12

22/12/15

NOTE—Contn. sheet.

(4)

(For Disposal at a Meeting)

No. C. 35-3

2/1/1918

GENERAL AND REVENUE SECRETARIAT.

COUNCIL MATTER.

SUBJECT.

Proposals for the re-organization of the Police Department.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

C Balasundaram Jr

24th December 191 7

Chief *Secretary to Government.*

Extraordinary Member of Council. 9/1 19.1.18

First Member of Council. opinion recorded.

Second Member of Council. 8/1 I agree entirely with the 1st member. Arrangements may be perhaps be facilitate disposal. (Early)

WD 2670—GPB—1,000—11-5-17

9/1 Please perhaps [illegible] order. 17/1/18 5/1/18

G. R. S. 12]
General and Revenue Secretariat.

989

(48

Police File No. 234 of 1915-16

Serial No.

90) A draft in accordance with the 7C-Secy's views is submitted.

BA.
10-1-18.

Chief Secy)

W.f.15/1/18

Draft initialled by the Ch. Secy.

NOTE— Contn. sheet.

GPB—50,000—12-8-10

Police file no. 234 of 1915-16

(5)

Extract from the Proceedings of the 442nd *Meeting of the Council of His Highness the Maharaja, held at Bangalore on the* 20th February *19*18.

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9. Subject.-Clause x of the Schedule.

Proposals for the re-organization of the Police Department.

OPINION OF THE COUNCIL.

(93)

The proposals for the re-organization of the Police Department as embodied in the draft order may be approved.

Sd. M. Visvesvaraya,

Dewan of Mysore.

"EXTRACT"

C Balasundaram

Chief Secretary to Government.

F. R. S. 12]

C 353

General and Revenue Secretariat.

Police File No. 234 of 1915-16

Serial No.

94) Extract from the Proceedings of the Council is put up.

Forwarded with compliments to the Financial Secretary to Government, for remarks, under paragraph 8 of the Government Order, dated the 6th May 1907.

By Order,

C Balasundaram
Chief Secretary to Government,
~~General Department.~~

95) I acquiesce but would respectfully submit one point for consideration. This point was referred to in my note of 8.9.17 many of the suggestions in which have been kindly accepted. I invite attention to it again in the hope that if it is clearly explained it will be approved by the Council.

96) The point refers to the pay of Sub-Inspectors. Mr K. R. Srinivasaya's proposal which has been supported by the Council is that all the 229 Sub Inspectors shd be on the same rate of pay viz. Rs 40 a month. I suggested in page 36 of these notes that the 229 men may be divided into three grades on Rs 30, 40 & 50 respectively: without any increase

NOTE.—Contn. sheet.

W. D. 135—GPB—200—29-7-15

WD 1233—GPB—60,000—1-12-16—S.

G. R. S. III-2,

General and Revenue Secretariat. | Police File No. 234 of 1915/16

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in cost.

97) The pay of the several grades of police officials under the new scheme will be as follows:

Constables — Rs 8, 9, 10, 11.
Sergeants & Duffadars — Rs 15, 18.
Sub-Inspectors — Rs 40
Inspectors — 60 and upwards.

Now the scheme provides that at least one-third of the appts in the grade of sub-Inspectors should be filled up by promoting duffadars. The jump from Rs 18 to Rs 40/- is perhaps excessive. Also Sub-Inspectors on Rs 40/- will have to be promoted to Inspectors on Rs 60/-. If there are three grades of Sub-Inspectors on Rs 30, 40, & 50, then the promotions will be from Rs 18 to Rs 30/- in one case & from Rs 50/- to Rs 60 in the other.

98) Moreover, the placing of so many as 229 men in one grade is soon likely to lead to block & discontent.

99) For these reasons I would suggest once again that my suggestion be again kindly considered.

100) The numbers may either be equal

NOTE—Contn. sheet.

WT 1253—GPB—60,000—1-12-16—S.

2129

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General and Revenue Secretariat. | Police File No. 236 of 1915-16

Serial No.

in all the three grades, or if it is considered to have the largest number in the grade of 40 the numbers may be in the ratio of 1 : 2 : 1 i.e.

Rs 30 — 57
Rs 40 — 115 — 129
Rs 50 — 57 — 129

229

25/2/18

101)
Asstt Secy III for D.F.N. order

27/2/18

102)
D.F.N. & D.S.N. ambd.

27.2.18.
27/2/18

103) For favour of approval

27/2

2968
27.2.18

Dist Quarterly

104) Sub Inspectors will have very respble work & I think 2 grades 40 Rs will be better. 30 Rs is small pay for this class of officers. Please change the draft & send a neat copy.

25/2

Asstt Secy III

28/2

NOTE—Contn. sheet.

WD 1233—GPB—60,000—1-12-16—S.

G. R. S. III-2.

General and Revenue Secretariat. | Police File No. 234 of 1915-16

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105)
In favour of approval.
8/3

First Member

3074/7.3

106) Agreed
well

107) 7/3
Fair final note signed by the Finance
is put up.

108)
7/3/18. Dft is submitted
herewith.
8/3/18

4751/8/3/18

NOTE—Contn. sheet.

Police File no 234 of 1915-16 (53

Final Note by the First Member of Council

Subject:—

Re-organisation of the Police Department.

109) The question of reorganising the Police Department with a view to improve the efficiency and morale of the force and securing a better type of recruits therefor has been under the consideration of Government for some years past.

110) Both Mr.C.Srikanteswara Iyer, the late Inspector General of Police, and Mr.K.R.Srinivasa Iyengar his successor in office have submitted their proposals in the matter. Their chief proposals are:-

F & L.

(1) Formation of a separate cadre for Police Superintendents.

(2) Improvement of the status and prospects of Inspectors and and Sub-Inspectors.

(3) Displacing of Police Jamadars by Sub Inspectors with a view to placing the important work of investigation in the hands of well paid responsible officers.

(4) Improvement of the proppects of the constabulary so as to attract better men to the force and to induce them to remain.

111) The scheme has had the benefit of the scrutiny of the late and the present Inspector Generals of Police and the financial aspect of it has been thoroughly scrutinised by the Financial Secretary who concurs more or less entirely with the recommendations made by the present Inspector General of Police.

B

Mr.Datta also opined that the Department stands in urgent need of re-organisation in his note on the Financial Settlement in Mysore.

Police File no 234 of 1915-16 (56

112) A draft in accordance with Mr.Srinivasa Iyengar's proposals with the modifications suggested by the Financial Secretary (except in a few minor points) was prepared and considered in Council. They are of opinion that the proposals as embodied in the draft may be approved.

Page 50 of office Notes

113) As the suggestions of the Financial Secretary were not fully accepted by the Council, the file was sent to that officer for remarks under paragraph 8 of the G.O. of 6.5.1907. While acquiescing in the decision of the Council he urges for the recommendation of his proposal to have 3 classes of Sub-Inspectors on Rs.30, Rs.40 and Rs.50 instead of only one class on Rs.40 as suggested by Mr.Srinivasa Iyengar and agreed to by the Council. Considering that Sub Inspectors will have very responsible investigation work, I think that the pay of Rs.30 is rather small for this class of officers and that they may be placed in two classes - one on Rs.40 and the other on Rs.50 The number in the two classes may be fixed in the proportion of 2 to 1.

Page 51 to 53 of Office Notes

114) The draft order is slightly modified accordingly and is submitted for favour of approval

Draft for approval.

7th March 1916

First Member of Council.

Police file no 284 of 1915-16 (57

Submitted to His Highness.

H

Draft for approval

x Page 50 of Office Notes

115) I submit herewith the final x note of the First Member of Council regarding the re-organization of the Police Department and request that the draft x passed by the Council may kindly be approved.

M. Visvesvaraya

14th Mar. 1918.

Police file no 234 B/1915-16 (5-8

Record of Cases submitted for the Orders of His Highness the Maharaja

Subject.

Re-organization of the Police Department.

116)
1091

Returned with D.O. letter No 273 dated 26/27. 3.18.

Order.

...25237.

(59

GO No 273
Secret file

Chief Secretary
27.3.18

THE PALACE,
BANGALORE.

26th March 1918.

Police file no 2348/1915-7/16

My dear Sir,

117) In returning herewith, the file relating to the re-organization of the Police Department, I am directed to say that His Highness approves of all the proposals embodied in the draft framed by the Council except with regard to the scale of pay fixed for the constables. His Highness would prefer to give them instead a time scale as follows :-

R$ 8/-	on entertainment,	
R$ 9/-	after	two years' service,
R$ 10/-	"	seven ,, ,,
R$ 11/-	"	fifteen ,, ,,

an allowance of R$ 1/- per mensem being in addition, given to the men employed on the Kolar Gold Fields and in the cities of Mysore and Bangalore, as proposed.

118) I am to say that the draft Government order may accordingly be revised and issued.

Yours Sincerely,
Mirza M. Ismail
For Private Secretary.

Sir. M. Visvesvaraya, K.C.I.E.
Dewan of Mysore,
Bangalore.

119) Asst Secy to
Please revise draft
G.O. - order
Issue at once
MV
30/3/18

WD 1233—GPB—60,000—1-12-16—S.

(60

G. R. S. III-2]

General and Revenue Secretariat. | Police File No. 234 of 1915-16

Serial No.

120) The draft is revised by incorporating the orders of His Highness regarding the pay of the Constables. In the letter communicating the orders of His Highness, the Private Secretary has stated that the Constables in the Kolar Gold Fields have to be given in addition to their existing pay an allowance of 1 Rupee per mensem. As a matter of fact, there are now getting a local allowance of Rs 4/- a month in addition to their grade pay. So also the men in Bowringpet Town. The Constables working in the C I D are getting an allowance Rs 5/-. It is therefore a point for orders whether the existing allowances shall continue in addition to the proposed allowance. Submitted for favour of approval of the orders

ES
30/3.

Dis to Mandya

121) The Constables allowance needs a careful consideration. They cannot be compared to the Town Guard allowance of Rs 4 in view of Rs 1-0-0 granted to the C.I.D. as an additional allowance especially to keep their house clean and tidy. The recent changes effected may be noticed & the allowance of the Town Guards & their number & cost to Government before issue. What will be the financial effect of the changes proposed? Letter

1/4

34434
1/4

NOTE—Contn. sheet.

AD 1233—GPE—60,000—1-12-16—S.

(6)

G. R. S. III-2]

General and Revenue Secretariat. | Police File No. 2 84 of 1915-16

Serial No.

122) To Branch II for favour of information on the last point noted by the Hon'ble Member

Gs 1/4

£ 123) Please see Calculation attached. The cost under the hire scale will be almost the same as under the piece scale originally proposed.

16 3.4.18

(for III)

124) Submitted.

M. 3.4.18.

125) In favour of approval of this order.

Gs 3/4

112. 4.4.18

126) Second Member / Extraordinary Member — Approved

Gs 5/4 Gs 5/4

127) Approved. Devan 8.4.

128) For approval before issue. Devan

5384 9/4/18

Gs 9/4/18. Gs 9/4

NOTE—Contn. sheet.

Bangalore
4 May 18
(62

D. O. No. 5684/Eg. 1/18

My dear Sir,

Page 59 Bk. Mysore Notes

(129) Adverting to your demi-official letter No.273 dated 26/27th March 1918 conveying the approval of His Highness to the draft Government Order on the Re-organization of the Police Department with certain modifications, I write to invite your attention to the fact that the men employed on the Kolar Gold Fields, now get a local allowance of Rs.4 a month in addition to their grade-pay.

(130) In your demi-official letter under advertance, it is stated that they should be given an allowance of one rupee per mensem in addition to their grade pay. I shall be obliged by your kindly obtaining His Highness' orders as to whether the allowance of rupee one mentioned in your demi-official letter, was intended to be in addition to the local allowance of Rs.4/- which the men are now drawing.

(131) Since the men are already getting an allowance The Inspector General of Police has recommended no increase in the existing scale ~~of local allowance~~ vide Mr.K.R.Srinivasa Iyengar's note on "Police Re-organization" forwarded to Government, with his letter No.424 dated the 21st July 1917.

Yours sincerely,

4.5.18 Dewan.

R.H.Campbell, Esq.,
C.I.E.

4/5

DO No 319
Income file

1st) Chief Secretary
9.5.18 do

PRIVATE SECRETARY MYSORE

The Palace, Fern Hill,
7th May 1918.

5315

63

My dear Sir,

In returning the file received with your D,O letter No.5684 dated 4th May 1918, I am directed to say that while sanctioning the re-organization scheme of the Police Department His Highness did not intend that the men employed at the Kolar Gold Fields should get any addition to their present local allowance.

Put up herewith

Yours sincerely,

R Lamsden

Sir M. Visvesvaraya, K.C.I.E.,
Dewan of Mysore,
Bangalore.

133) Asst. Secy. III.
Please devise for submitting
to me.
9/5

WD 1233—GPB—60,000—1-12-16—S.

G. R. S. III-2

General and Revenue Secretariat. | Police File No. 234 of 1915.

Serial No.

134) Amended draft have been slightly revised, and if approved, will issue.

SS 9/5

135) Accordingly,

136) Issue

CSS 9/5/18

SS 9/5

X 2856-17

137) Reference is invited to Financial opinion noted on pages: 34 to 43 & 57-53 & 61.

138) Draft letter communicating the order is submitted (Mr Peters)

Mr 13.5.18 34/Peters)

18 13.5.18

750 18/5

139) Communicate

M

140) Communicate 14/5 M 14/5

15/5

10 To The I. G. of Police & the Comptroller no. J/4609-18 dt 10-5-18

Passes orders on the revision proposals.

11 From The I. G. of Police no. J/70/551, dated the 4/13 May 1918.

States that the no of Inspectors should be changed from 119 to 120 in the Appendix to the above order and forwards

NOTE—Contn. sheet.

X

15/4

File no. 234-15
Serial no. 1

Draft Dr No. 9663

Bangalore
27-16th August 1966.

Dear

I am desired to invite your attention to para 2 of your unofficial note without number & date forwarding to submit proposals to improve the morale & time of the police dept. and to request you to let us have your proposals in the matter at an early date.

(in pursuance no 134-14 re the revision of the pay scales)

Yours Sincerely

Signed by
Mr. D. M. Narasinga Rao.

To
Shri Balaiah
Srikantaiah
Shri B.C.
Shri B.C. Place in Bangalore

B.C.
14.9.66

No. 1165 / 42 Office of the Inspector-General of Police in Mysore,

Encl. *Dated* Bangalore, 1st Septr *191*6.

From

Diwan Bahadur C. SRIKANTESVARA AIYAR, B.A., B.L.,
Inspector-General of Police in Mysore.

J 558
16 17
Police
234-15
2

To

D. M. NARASINGA RAO, Esq., B.A., B.L.,
~~Officiating~~ Secretary to the Government of
His Highness the Maharaja of Mysore,
General Department.

Sir,

* Extract appended for ready reference.

With reference to paragraph 53 of the Police Administration Report* of the State for the year 1914-1915, and to the concluding observation contained in paragraph 9 of Government Proceedings No.J.3620-30/Police.75-15-3 dated the 8th March 1916, reviewing the said report, that the Government "will be glad if the question of the improvement of the morale of the Police Force receives special attention from the Inspector General of Police", I have the honor to invite reference to several of my communications ending with letter No.C.81 dated 8th January 1915, on this important subject of increasing the efficiency and developing the morale of the Force, and to state as follows:-

Cadre, ie 76-14

I. GAZETTED OFFICERS.

2. The gazetted officers in the Department have, I am again forced to respectfully submit for the reconsideration of Government, to be formed into a separate cadre, as it once was, for the reasons specified in my letter No.C.245 dated 1st April 1914. The work of the Police Department is more arduous than that of the other branches of Public Service, and it usually takes about three to four years for an officer newly recruited into the cadre to get acquainted with the details of the Department; and if he stays for only

GEN. 111

4 SEP 1916

From

GPB—400—22-[illegible]6

The Inspector-General of Police
in Mysore.

To

The Secretary to the Government of
H. H. the Maharaja of Mysore.
General Dept.

Dated 1st September 1916

Despatched

Received

General No. 1165—

No. 112

Enc one

SUBJECT.

Submitting proposals for increasing the efficiency and developing the morale of the Police Force in the State.

one or two years thereafter and quits for other spheres of service, the training and the experience gained in this technical branch of service will almost amount to a waste on him; and the new-comer in his stead has again to trudge for some years before getting any insight of his duties. And this course of events will go on (as it has been) repeating, impairing the efficiency of the supervising agency to not an inconsiderable degree, the effect whereof is even now being felt in some of the Districts, where officers have been frequently changed, or manned by inexperienced juniors who have had to commence learning the work. The present system of having one general cadre of Assistant Commissioners for all the services has another disadvantage, that an officer serving in the Police Department constantly looks to getting a shift as quickly as possible, on account of its worry and incessant anxiety, as is evident from the experience that, at present, 3 out of the 10 Superintendents have been seeking a change. I therefore beg to urge the necessity for forming a separate cadre of Superintendents, with a further provision of some local allowances to these officers till they reach the grades of Senior Assistant Commissioners, say Rs.50 per mensem to each of the Superintendents, or assigning them a grade higher than their comrades in the cadre of Assistant Commissioners, which would be an incentive for an officer to put forth all his zeal and try to remain for some time in the Department.

II. INVESTIGATING STAFF.

3. The next subject is that of the improvement of the quality and status of the Inspectors and Investigating officers, which has long been delayed and which requires a prompt settlement.. Following the recommendations of the Indian Police Commission, the

minimum pay of an investigating officer in the British Indian Provinces, who is now a Sub Inspector, was fixed at Rs.50 a month, rising by grade promotions to Rs.100 a month. When the Investigating Centre Scheme was introduced into the State, the finances at the time did not permit of giving effect to similar proposals, and we had to content ourselves with a class of officers of a mediocre type - Jamedars or Head constables - on such small pay as Rs.20 or Rs.25, as the investigating officers in charge of Stations. The radical defect in entrusting such cheap subordinate agency with the most important duty of investigation has been too glaring, and it has been recognized that a better paid and more intelligent and educated class of officers for investigation is needed. I therefore make no apology for requesting that the present grades of Jamedars and Head Constables should be replaced by Sub-Inspectors, throughout the State, their pay, however, being fixed at Rs.30 and 40, with a minimum horse allowance of Rs.15 each, 9 of them, however, in Malnad areas getting Rs.20 each, and 42 in the Cities, Kolar Gold Fields and Railways, a cycle or charge allowance of Rs.10 each.

Vide Inspector General's letter No. 98-12 dated 6th July 1907, to Government.

4. The Inspectors in the British Indian Provinces start on a pay of Rs.150 and rise up to Rs.250. The minimum pay of our Inspectors is Rs.40, which low sum does not attract men of education, character and status to the service. It is therefore imperative to raise the minimum pay of our Inspector to at least Rs.70. Being then better paid and of higher calibre and status, the Inspectors can be placed in the police charge of Taluks, independent of the Amildars, thus gradually solving the vexed question of separating the executive from judicial functions. The horse allowance

of the Inspectors has also to be raised to Rs.20 all round, as with the Rs.15 they now get, it has not been possible for these officers to maintain decent and serviceable mounts, with the prevailing high prices of fodder etc.

Provision has also to be made for six Probationary Inspectors on Rs.50 per mensem, as an inducement for suitable recruits for Inspector's grades. As it is, no Graduate has come forward to be trained in our Police Training School, as his prospects in the Department are not attractive, and the School Final candidates who pour in numbers are far inferior to the Matriculates we used to get some years ago. In fact, the School Final men have not enough knowledge of language to understand the teaching of the difficult law subjects, especially of Procedure and Evidence, and to secure at least Intermediate candidates or Graduates, some decent appointments have to be assured. Otherwise, the upper subordinate service of this Department, which is of such vital concern, being the medium of maintaining the discipline and the vigour of the Force, will seriously deteriorate in course of time, against which these appointments of Probationers have to be provided, for the best students in the School, who can also be trained in practical work in the Finger Print Bureau, C.I.D., Cities, etc before being sent out to Taluks.

The increase in expenditure on account of these most pressing improvements of the Investigation staff throughout the State, amounts to Rs.87,000 per annum.

III.CONSTABULARY.

5. Improvement in higher subordinates alone will not be sufficient, unless a corresponding improvement is effected in the ranks. Without contentment in, and cooperation of the latter, no efficient work can be done by the superior staff. The recent raising of the minimum

7l J

pay of a constable from Rs.7 to Rs.8 has not had appreciable effect, inasmuch as the same tale of difficulty of recruitment is being received from all the Districts without exception, and with the economic developments all over the country, the price of labour has become so dear and is ever keeping an upward tendency, that no man of physique, hardihood, endurance and character ever cares to join the Police Force, with a pay so incommensurate with the nature of the duties involved. The Police Commission have said that

> "the great object is to induce men to "remain in the police by giving them "definite hope of some increase in emolu- "ments, if their service is approved. "The grade system of promotion does not "secure this; it is uncertain in its "operation; and this uncertainty is fatal "in the case of men on such low pay. The "first increase of pay also comes too late, "and resignations in the first years of ser "vice are very numerous. The Commission, "would therefore recommend that to the mini- "mum fixed as above there should be added "one rupee per mensem after three years of "approved service from date of recruitment, "and another rupee after five years more of "approved service from date of the first in- "crease. This would tend to keep men in the "service for at least eight years; and after "that their claim to pension and their hopes "of promotion to the head constable class "would probably be strong enough inducements "to remain; but it would undoubtedly make "police service more popular to offer ano - "ther increase of one rupee at the end of

"seven years more (i.e., a total of fifteen "years) of approved service, and the Commis- "sion recommend this".

Following these recommendations, the pay of the constabulary which had been fixed at those rates, 10 years ago, in the British Indian Provinces, is again being revised in some of the Presidencies, owing to the changed circumstances and conditions of life since then, the minimum pay of a constable in Madras being, quite recently, raised to Rs.10 per mensem, with local allowances also to certain localities. I would, however, propose that the pay of the Mysore constable be fixed at the following rates -

At the start	Rs. 8/-
After 3 years' service	,, 9/-
After 8 years' service	,, 10/-
After 15 years' service	,, 11/-

The constables of the two Cities and of the Kolar Gold Fields have to be paid one rupee extra, on account of the special nature of these localities, where still better class of men has to be secured, to compete with the other labour-employing agencies. The scale of pay in these localities may be

Minimum	Rs. 9/-
After 3 years' service	,, 10/-
After 8 years' service	,, 11/-
After 15 years' service	,, 12/-

This improvement in the scale of pay of these hard-worked and most deserving subordinates will also put a stop to the desertions now being experienced, or a desire on their part to get transferred to other departments, as there have been instances where literate constables have sought service in the Educational and other Departments, where prospects are better with less exacting work.

The existing Duffedars and Sergeants on Rs.12/ 14 and 16 will be regraded on Rs.14 and 16 in the Districts, and on Rs.16 and Rs.20 in the Cities and Kolar Gold Fields; and they will be employed as beat-posters, to command escorts, to supervise beats, drill, patrols etc. A smart, literate, well-behaved and intelligent constable can work up to the goal of this class of petty officers.

The increase of expenditure on this indispensable item of improving the constabulary amounts to Rs.85,000 per annum.

6. In deference to the instructions of Government conveyed in their letter No.J.501/Police.134-14-4 dated the 8th August 1916, the subject of the augmentation of the Police Force in the Cities and the Districts, can be deferred, as with the improvements suggested herein, it may be possible to fill up the large number of vacancies and thus obtain some relief against the existing difficulties. And that can be, only, when these proposals are sanctioned and brought into operation.

71 L

IV. FINGER PRINT BUREAU AND C.I.D.

7. In paragraph 7 of my letter No.C-123 dated the 20th June 1913, submitting proposals for the augmentation of the Office Establishment of the Inspector General of Police, the need for strengthening the establishment of the Finger Print Bureau has been explained, and with the impending introduction of the Criminal Tribes Regulation into the State, the demand on the resources of the present small establishment consisting of one Inspector, one Jamedar and a Clerk, will be enormous, which it will

not be able to cope with. It is therefore proposed to increase the staff in the Bureau by an establishment as noted in the margin; the extra expenditure on this account will be Rs.3,000 per annum which has perforce to be incurred.

1 Inspector	@ Rs.70	,, Rs.70
1 Sub Inspector	,, 40	,, ,, 40
1 Sub Inspector	,, 30	,, ,, 30
1 Clerk	,, 35	,, ,, 35
1 Clerk	,, 25	,, ,, 25
Horse allowance of Inspector.		,, ,, 20
Horse allowance of Sub Inspectors	,, 15	,, ,, 30
	Total.	Rs.250
per mensem or Rs.3,000 per annum.		

8. Similarly another increase of Rs.3,000 per annum for the strengthening of the establishment of the C.I.D. has been provided. The work entailed on this staff has been laid down in paragraphs 166,167,168, 169 and 171 of the report of the Police Commission; such arduous duties have further been made more onerous, delicate, intricate and exacting on account of the modern conditions, and the operation of the Criminal Tribes Regulation will throw more burden upon them, which the existing staff of two Inspectors, one Jamedar and four constables will not be able to get through. It is therefore necessary to augment this important organ of the Police Force as suggested.

1 Inspector	@	Rs.70 plus 50	,, Rs.120
2 Sub Inspectors	@	Rs.40 plus 20	,, ,, 120
		Total.	Rs.240
per mensem or Rs.2,880 per annum.			

V. KOLAR GOLD FIELDS POLICE.

9. The extra staff asked for in my letter No.4125/508 dated the 1st February 1916, for Kolar Gold Fields, calculated on the basis adopted in Sections II and III hereof costs Rs.11,000 per annum, which is also required as a matter of urgency and necessity, for reasons explained in the said letter.

VI. RAILWAY POLICE.

10. The expenditure involved by the appointment of a separate Superintendent of Police for our Railways, referred

to in my letter No.C-2 dated 1st July 1916, would amount to another Rs.4,000 per annum.

VII. DISTRICT POLICE OFFICES.

11. The proposal for the revision of the Establishments of the District Police Offices, which has been returned by Government, with certain observations, with their letter No J.3044/Police 259-14-2 dated 4th February 1916, has been further scrutinized in consultation with the Deputy Commissioners, and most of them have submitted proposals for the increase on a much larger scale than what had been submitted to Government, urging special reasons therefor. Detailed information on the points raised by Government will be furnished separately, but it is considered that no establishment short of that proposed in my letter No.4817-600 dated 30th April 1915, would be able to meet with the ever increasing work entailed on them. This involves an extra expenditure of Rs.12,000 per annum, which is unavoidable.

VIII. BUILDINGS.

12. Last, but not the least, item of importance contributing to the well-being and efficiency of the Police Force is the provision of suitable buildings for Stations and Lines. Year after year, bitter complaints are being received from the District Officers of the utter insufficiency of the annual allotments under this head, and a reference to the paragraph on "Hutting and Building" in my successive administration reports for the past four years, as also the special communications submitted to Government on the subject will show how exactly we now stand in this matter. A forecast for Rs.24 lakhs on this account was submitted to Government some time ago, which is pending their consideration. Very great difficulty is being experienced for the men in the Cities, in the Malnad and in the interior, for want of suitable accommodation, and it will not be possible to defer this matter any further, without seriously impairing the service.

IX. IMPROVEMENT OF GHAT OR OOKAD TOTIES.

* extract B, appended for ready reference

13. Paragraph 51 of my last year's Administration Report explains the present situation. It is reported that some of the Ookads on our most dangerous dacoity roads have been deserted, no one coming forward to take up the service. These Toties get a remuneration of Rs.2 each per mensem, which is hardly adequate. Patrolling dangerous high roads and ghats is the essential duty of this body of our most faithful Public servants, and with the local customs of night travelling still prevailing on most of our roads, the depletion of the Ookads will only be hazardous, causing much concern. It is therefore considered that the pay of these Toties should be raised from Rs.2 to Rs.3 in the maidan and to Rs.4 in the malnad, when we can hope to fill up all the vacancies. The extra expenditure on this account amounts to Rs.12,000 per annum.

X. VILLAGE POLICE.

14. There is still the much needed improvement of the Village Police left untackled, about which the Police Commission have so forcibly emphasized, as we have ourselves also repeatedly recognized and ordered their reorganization, in paragraph 33 of their report, that "the Commis-

> "sion desire strongly to recommend development "and more full utilisation of this valuable "agency. It is an agency the duties and respon- "sibilities of which are in accordance with "Indian traditions and usages and are well under- "stood by the people. It forms generally a "sound basis for efficient police administration. "Its employment will save the people from much "unnecessary and vexatious interference, while "securing an important link between the Police "and the people".

This would be possible when our Patels, who are now, as Heads of Village Police, responsible for reporting

crime &c, are better remunerated, and the Toti and Talari system with their meagre Miras also adequately revised. In fact, 71 Chapter III of the Commission Report deals exhaustively with this momentous subject, and the good results therein contemplated could only be obtained when the Village headman's (Patel's) emoluments, as well as those of the Toties and Talaries are so increased as to be in keeping with their offices, the potgi of the former, and the miras of the latter being at present, in several cases, quite insignificant. This matter may perhaps be taken up and dealt with simultaneously with the resurvey operations now going on in various parts of the State.

15. To sum up, the improvements proposed in the several branches of the Police service, barring a sum of Rs.24 lakhs needed for police buildings, which expenditure has to be spread over a period of 10 to 15 years, taking up their construction in the order of urgency and importance, involve an extra expenditure of Rs.2,17,000 per annum, as detailed in the margin, which, with the annual expenditure of Rs.11 lakhs now being incurred on the Police Force, amounts to only Rs.13,17,000 per annum, thus falling short, by over 2½ lakhs of rupees, of the sum of Rs.15¾ lakhs, estimated so far back as half a century ago, as the reasonable expenditure for an adequate Police Force for Mysore. The increase in expenditure now proposed is far too moderate, compared to the large amounts being spent on the Police Forces in British India, since the year 1905, in response to the recommendations of the Police Commission, the expenditure in all the Provinces being now double or more than double of what it was ten years ago, the figures for Madras which are now available with me being

*

1. Improvement of the quality and status of Investigating officers and Inspectors	..	Rs.87,000
2. Increase to the pay of constables	..	,, 85,000
3. Finger Print Bureau and C.I.D. ..	..	,, 6,000
4. Kolar Gold Fields Police ..	..	,, 11,000
5. Railway Police	..	,, 4,000
6. Establishments of District Police Offices	..	,, 12,000
7. Ookad Toties	..	,, 12,000
		Rs. 2,17,000

Rs.112,26,000 in the year 1915 against Rs.54,00,000 in the year 1905; whereas, our expenditure on the Police in 1914-15 was Rs.11 lakhs (inclusive of Rs.19,000 on various purely temporary establishments on irrigation works etc) against Rs.9½ lakhs in 1905-06. Even with the increase in expenditure as proposed in this letter, the proportion of increase in Mysore will be only 0.2 against more than 1.0 in the neighbouring British Provinces.

16. When these inevitable measures, with the most important item of the provision of better scale of pay for the constabulary, are brought into full effect, we may be able to secure recruits of a far superior class to the ranks, the villagers themselves being expected to give to the Police men of character and some standing, it being also insisted that no man will be entertained in the Police Force, unless he produces a certificate of character and respectability from the Village Patel or other leading residents, when will necessarily arise better reciprocity of feeling and mutual understanding between the people and the Police. I need hardly submit anything further on this subject of such essential interest to the maintenance of peace, order and security of the country, and earnestly request that these proposals may be sympathetically considered, as early as possible.

17. Detailed proposition statements in the prescribed form, containing all the proposals herein made are also submitted.

I have the honor to be,

Sir,

Your most obedient servant,

Sikandar Yar Khan

Inspector General of Police.

Extracts from Police Administration Report for the year 1914-15.

A - Paragraph 53.

There is yet much improvement to be effected in matters of their conduct and behaviour and in the more vigorous pursuit and suppression of crime, better display of detective ability and using the natural powers of observation therefor, and a shrewd and intelligent understanding of the methods pursued by present-day criminals etc, to render detection of crime more a system and less dependent upon chances or <u>quasi</u> confessions. All this has to come in gradually by bringing them to a higher standard of education and putting them through disciplinary training, for which purpose our Police Training School has recently been recognized. We are still far behind in respect of education, the percentages of literate men in our neighbouring Presidencies with their higher emoluments being as shown in the margin.*

	Percentage of Police educated or literate		Cost per policeman
	Officers	Men	Rs.
Madras	98.2	84.5	279
Bombay	96.0	52.5	276
Mysore	95.4	47.8	191

Improving the scale of pay and allowances of the subordinate officers and constables is a factor in achieving this object, when better classes of recruits can be attracted to the much abused, yet onerous police service.

Another matter bearing directly upon the success of the Police administration is the attitude of the people towards the police. They are apathetic towards aiding in investigation and reporting of crime. The worry and annoyance due to a police investigation, interruption to work and easy life, expense involved, long journeys to courts, frequent adjournments and consequent absences from home, are so many hindrances silencing them or disuading them from coming forward and helping the police. The people have to understand that the police are after all their friends, who are maintained to safeguard their

lives and property, and freely resort to them for help, while the latter must do all they can to win the confidence of the people, by persuasion and tactful methods, with more civility, alacrity and truthfulness and making them believe that the police are but the servants of the public. Both have to work and meet halfway co-operating with each other, when alone the ideal of the police can be attained.

B - Paragraph 51.

The District Officers report that there is much room for improvement in watching the several Ookads on dangerous high roads and in jungles etc., owing to sufficient number of men not forthcoming on account of their inadequate remuneration. There are numerous instances of large villages, where men will not come forward for a Toti's post, while still more are the cases where Toties are utterly callous and quite indifferent as to whether they retain their appointments or not. The heaviest punishment that can be inflicted on a Toti is dismissal, which is very often sought for as a happy release from an unwelcome irksome duty, beset with so much personal risk and danger. These faithful and hardworked Toties deserve better remuneration, and any measure possible towards improving their condition will more than repay in the better control of crime.

Inspector General of Police.

Name of Officer	No.	At Rs	Total per mensem Rs.	
I. (i) Inspectors	2	175-5-200	375	I. (i) Inspectors
	5	125-10-175	750	
	1	150	150	
	1	100-10-150	125	
	10	100	1,000	
	1	75-6-100	87½	Probationary I
	10	80	800	
	11	70	770	
	12	60	720	
	25	50	1,250	
	40	40	1,600	
	118		7,627½	
Allowances to 2@50, 27@20, & 76@15			1,780	Allowances to 2@50 & 1
			9,407½	
(ii) Sub Inspectors	12	30	360	(ii) Sub Inspectors
Allowances to 1@16 & 11@12			148	
			508	
(iii) Jamidars	94	25	2,350	Allowances to 9@20,
	123	20	2,460	& 42@10
Allowances to 1@20, 7@16, 2@12, 23@10, 164@8, 17@6 & 1@5 -			1,805	
	229		7,123	

As in Circle 9 Abstract (Civil)

Present scale				P1
Name of officer	No.	At Rs	Total per mensem Rs.	Name of offic
I. (i) Inspectors	½	175-5-200	375	I. (i) Inspectors
	5	125-10-175	750	
	1	150	150	
	1	100-10-150	125	
	10	100	1,000	
	1	75-6-100	87½	Probationary I
	10	80	800	
	11	70	770	
	12	60	720	
	25	50	1,250	
	40	40	1,600	
	118		7,627½	
Allowances to 2@50, 27@20, & 76@15			1,780	Allowances to 2@50 & 1
			9,407½	
(ii) Sub Inspectors	12	30	360	(ii) Sub Inspectors
Allowances to 1@16 & 11@12			148	
			508	
(iii) Jamedars	94	25	2,350	Allowances to 9@20,
	123	20	2,460	& 42@10
Allowances to 1@20, 7@16, 2@12, 23@10, 164@8, 17@6 & 1@5			1,805	
	229		7,123	

of proposals.

	Proposed scale			Increase		Remarks
	Nº	At Rs	Total per mensem Rs	Per annum Rs	Per annum Rs	
	4	175-5-200	750			* One of these is at present kept vacant, against the appointment of Rs. 2 Inspectress, as Assistant Superintendent of Police.
	9	125-10-175	1,350			
	20	100	2,000			
	30	80	2,400			
	55	70	3,850			
Spinners	6	50	300			
	124		10,650			
09@20			2,280			
			12,930	3,522½	42,270	
	70	40	2,800			
	159	30	4,770			
178@15			3,270			
	229		10,840	3,717	44,604	
					86,874	

Present scale				Pro
Name of Officer	No.	Rs	Total per mensem Rs	Name of Offic
II. (iii) Sergeants and Duffedars.	133	16	2,128	II. (i) Sergeants
	154	14	2,156	
	213	12	2,556	
	500			
Allowances to 6 @ 10, 10 @ 6, 1 @ 4 & 1 @ 2			126	Allowances to 7 @ 10, 1
			6,966	
(ii) Constables	113	11	1,243	(ii) Constables.
	146	10	1,460	
	1,203	9	10,827	
	3,561	8	28,488	
Recruits (Kolar Gold Fields)	10	6	60	Allowances to 4 @ 5, 2 7 @ 2 & 7
	5,033		42,078	
Allowances to 4 @ 5, 26 2 @ 4, 7 @ 2 & 7 @ 1			1,229	
			43,307	
				III. Additional Establi
				(i) Finger Print Bur
				Inspector
				Sub Insp
				Clerk
				Allowances. 20 to Insp to each Sub
				(ii) C. I. D. -
				Inspector
				Sub Insp
				Allowances. 50 to Inspect to each Sub D

Present scale				Pro
Name of Officer	No.	Rate Rs	Total per mensem Rs	Name of Offic
II. (ii) Sergeants and Duffedars	133	16	2,128	II. (i) Sergeants
	154	14	2,156	
	213	12	2,556	
	500			
Allowances to 6@10, 10@6, 1@4 & 1@2			126	allowances to 7@10, 1@
			6,966	
(ii) Constables	113	11	1,243	(ii) Constables.
	146	10	1,460	
	1,203	9	10,827	
	3,561	8	28,488	
Recruits (Kolar Gold Fields)	10	6	60	Allowances to 4@5, 26 7@2 & 7@
	5,033		42,078	
Allowances to 4@5, 262@4, 1@2 & 7@1			1,229	
			43,307	
				III. Additional Establi
				(i) Finger Print Bur
				Inspector
				Sub Inspect
				Clerk
				allowances. 20 to Inspe to each Sub.
				(ii) C. I. D.
				Inspector
				Sub Inspe
				Allowances. 50 to Inspector to each Sub In

ed scale			Increase		
Nº	At Rs	Total per mensem Rs	Per mensem Rs	Per annum Rs	Remarks
34	20	680			
136	16	2,176			
330	14	4,620			
500					
		72			
		7,548	582	6,984	
817	9-1-12	8,578½			
4,206	8-1-11	39,957			
5,023		48,535½			
		1,229			
		49,764½	6,457½	77,490	
				84,474	
1	70	70			
1	40	40			
1	30	30			
1	35	35			
1	25	25			
	50	50			
		250	250	3,000	
1	70	70			
2	40	80			
	90	90			
		240	240	2,880	
				5,880	

2

ved scale			Increase		Remarks
No.	At Rs	Total per mensem Rs	Per mensem Rs	Per annum Rs	
34	20	680			
136	16	2,176			
330	14	4,620			
500					
		72			
		7,548	582	6,984	
817	9-1-12	8,578½			
4,206	8-1-11	39,957			
5,023		48,535½			
		1,229			
		49,764½	6,457½	77,490	
				84,474	
	1	70			
	1	40			
	1	30			
	1	35			
	1	25			
		50			
		250	250	3,000	
	1	70			
	2	40			
		90			
		240	240	2,880	
				5,880	

Present scale				Proposed
Name of Officer	No.	At Rs	Total per Measem Rs	Name of Officer
				IV. Additional Establis
				Kolar Gold Fields Po
				Sub Inspec
				Sergeants
				Constables
				Allowances - 10 to Sub o 10 to each Sergeant & Constable -
				Clothing charge
				V. Additional Establis
				Railway Police
				Superintend
III District Police offices.				VI. District Police Off
Head Munshis	8	40	320	Head Munshis
Munshis	10	30	300	
	6	25	150	Munshis
	3	20	60	
	9	15	135	
	36		965	

Scale	Nº	At Rs	Total per measm Rs	Per measm Rs	Per annum Rs	Remarks
ument.						
lia –						
ty	1	30	30			
	3	20	60			
	8	16	128			
	36	9-1-12	378			
spector						
th cart						
			264			
			860	860	10,320	
					500	
					10,820	
ument-						
–						
nt	1	250-450	350	350	4,200	
ics –						
	8	50	400			
	1	40	40			
	8	40	320			
	9	35-	315-			
	14	30	420			
	9	25-	225-			
	10	20	200			
	59		1,920	955-	11,460	

Present scale				Propo
Name of Officer	Nr	At Rs	Total pair Nuzzeir Ro	Name of Officer
IV. Mokad Poties.	2	4	8	VII. Mokad Poties
	4	3	12	
	813	2	1,626	
	819		1,646	

ed scale			Increase		Remarks
No	At Rs	Total per mensem Rs	Per mensem Rs	Per annum Rs	
643	3	1,929			
176	4	704			
819		2,633	987	11,844	
		Grand Total		2,15,652	

Inspector General of Police

G. R. S. 26] 919

Police
File No. 2 34-15
Serial No. 3

Diary No. of letter replied to .....

No. J 1187. Re: me

General and Revenue Secretariat
( )
, *the* *191* .

Date of issue 21/9/1916.

Signed by Mr. G. Srinivasa Iyer.

To

The S. P. of Police in Mysore

Has the honor to return the proposition statement received with this office letter No. 1165-112 dated the 18th September 1916 for submission thro' the Comptroller as required by article 127 of the Mysore Treasury Manual. A copy of the letter may be sent to the Comptroller along with the proposition statement. By Order

Es 919.
for Secy to Govt
Fl. Dept

B.G.
19.9.16.

over.

SUBJECT.

No. 1380 / 128 Office of the Inspr-Genl of Police
in Mysore.

Bangalore, Dated the 15th September 191

GEN. & REV. SECTT. 19 SEP 1916

DIARY No. J. 686

From

Diwan Bahadur C. Srikantesvara Aiyar, B.A.B.L.
Inspector General of Police in Mysore.

POLICE
FILE No. 236-16
SERIAL No. 4

To

D. M. Narasinga Rao Esquire, B.A., B.L.,
Secretary to the Government of His
Highness the Maharaja of Mysore,
General Department.

Sir,

In continuation of my letter No.1165/112 dated the 1st instant, submitting certain proposals for improving the efficiency and morale of the Police Force in the State, and with reference to subjects Nos.IV - 4,5 and 6 of the Government Memorandum dated the 6th January 1916, anent the Police subjects noted for consideration, I have the honor to state that the first two of the subjects have been dealt with in my said letter.

IV -4. Improvement of the morale of the Police.
5. System of recruitment to the Officer grade in the Police Department to be examined.
6. To adopt as far as possible London and Bombay Rules for the behaviour of the Police towards the Public.

2. As regards subject No.IV - 6 - "to adopt as far as possible London and Bombay Rules for the behaviour of the Police towards the public", I beg to submit, without holding any brief, that in recent years particularly, utmost efforts are being directed towards the earning, by the Police, of the confidence of the law-abiding public; and conscious as I am, no less than anyone else, of the drawbacks still lying in this direction and of the causes therefor, they have also been brought to the notice of Government in paragraphs 47 and 53

Extracts appended.

of the Police Administration Reports of the State for the years 1913-1914 and 1914-1915, respectively.

3. The work of a policeman is everywhere of the most arduous nature, demanding not only integrity and capacity, but a cool judgment and a sense of proportion. With the remedial measures suggested in the letter cited above, it is hoped, judged by marvellous results achieved elsewhere and by our own experience, that a better standard of recruits for the Police Force can be expected, who will certainly prove themselves a far superior class of men in all respects to those now in the Force. Even them, it is doubted in some quarters "whether the increase of a rupee or two in the pay of these men will produce all the difference in the morale of the Force that can only be obtained by making men contented". It is an uphill task, which nevertheless should, at all costs - of money, energy and persistent labour -, be pursued and achieved. This depends to a very large extent on the education of the public at large, who should not only understand themselves what is to respect law and order, but also be able themselves to give the right class of men, educated to some degree, to the Police Service.

4. The Metropolitan Police which has been held the best Police in the World, has been modelled on lines quite different from those of the Indian Police, which more or less, is an improvement on our old Village or Kandachar system, akin to the parochial Borough or Country Police in the British

Isles. A man entering the London or the Metropolitan Police as a constable has perforce to be an educated man, and above all a gentleman, and has to undergo very severe tests of education and character, before he can be admitted into the Force. And then he not only starts on a pay of 27 shillings a week, equivalent to that of our 3rd class Inspector, over Rs.80 a month but has hopes to rise to the post of a Superintendent on £ 400 per annum, or Rs.500 per mensem. With such prospects before him, it is no wonder that the Metropolitan policeman is considered as a "guide, philosopher and friend", which is due also to the fact that the public there is also educated to such a degree as to appreciate and generally be in full accord with the methods of the constable, no less with the laws which he is called upon to enforce; while, his counterpart in India comes out, oftener than not, of the lowest classes of society, with no pretence to even an elementary education. In fact, with the bulk of the population still uneducated, it is hopeless to expect men of any learning or decent behaviour to take up service in the lower rungs of this Department.

5. I submit herewith a Note containing some interesting information regarding recruitment, pay, prospects, training and discipline in the Metropolitan Police.

I have the honor to be,

sir,

Your most obedient servant,

A. K. Kantawarteiya

Inspector General of Police.

I. Paragraph 47 from the Police Administration Report for the year 1913-14.

GENERAL:- The working of the department during the year has, on the whole, been satisfactory. Though the number of cases reported was slightly in excess of the previous year, the percentages of results achieved have been fair, more so in the recovery of stolen property, in the detection of cases, particularly of riots, murders, thefts, burglaries, receiving stolen property, etc. Watching the movements of criminal gangs has received greater attention, with far larger number of prosecutions and convictions under the security sections of the Criminal Procedure Code, which is the only weapon of prevention of crime and a sure means of maintaining the peace of a criminal tract. The number of cases returned as undetectable and those pending at the close of the year have also been less, and in short there has been a general improvement all round, in prevention, investigation and detection and prosecution of cases, with singular instances of smart detection, unquestioned honesty and display of intelligence, testifying to the tone and morale of the Force. It should, however, be confessed that there still exist defects and drawbacks which demand prompt rectification, of which no one can be more conscious than myself, being in close touch with the work of the several members of the Force throughout the State. The first step towards remedying these evils is to improve the Force by enlisting better men in all its ranks, and providing suitable accommodation for them in

sanitary surroundings. The economic causes have in no small measure contributed to the difficulty in securing the right sort of recruits not only to the ranks but also among the officers. The pay and prospects of the Force have to be rendered more attractive, proportionately to the rapid rise in the cost of living. The present classes of Inspectors and Jamedars have to be revised urgently and their emoluments considerably increased. The task of purifying the Force and imbuing them with higher intelligence and ideals is slow and is hampered, at present, by the difficulty of obtaining educated and high principled young men to train in the investigating grades.

Finally, I have to remark upon the attitude of the public towards the Police, who are so easily and in and out of season heaped with criticisms and abuses. As observed by an experienced Indian Police officer, education and emancipation affect the criminal even more than the peace-loving citizen, which however is not fully realized. The latter has not yet awakened to the necessity for organized protection against crime. Strong public opinion with a view to self protection against outlaws and enlisting the sympathies of the masses on the side of law and order has yet to be formed; and until we can rely on the public to actively co-operate in assisting the police, any substantial improvement may be regarded as hopeless. It is very easy to condemn the Police for their lack of detective ability and failure, etc. but if the people would only turn their efforts

to raising healthy public spirit and active co-operation with the forces of law and order, there would be ample opportunities for the Police to achieve better results, and the criminal would soon meet his level.

II. Paragraph 53, from the Police Administration Report for the year 1914-15.

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53. GENERAL:- The work of the rank and file has been on the whole satisfactory during the year, with improvements in various directions. Detection of cases has been better, with fairly good percentage of recovery of property alleged to be lost, better results being perceptible in dealing with offences against the State, coin and public justice and in cases of riots, murders, robberies, etc and in effectively watching the movements of criminals and gangs, and thus preventing to an appreciable degree occurrences of organized crime. They have acquitted themselves particularly well in Sessions cases, and in fact have kept fair pace with general progress, and advanced in all respects during recent years.

There is yet much improvement to be effected in matters of their conduct and behaviour and in the more vigorous pursuit and suppression of crime.

	Percentage of Police educated or literate		Cost per police-man-Rs
	Officers	Men	
Madras ..	98.2	84.5	279
Bombay ..	96.0	52.5	276
Mysore ..	95.4	47.8	191

better display of detective ability and using the natural powers of observation therefor, and a shrewd and intelligent understanding of the methods pursued by present-day criminals etc to render detection of crime more a system and less dependent upon chances or quasi confessions. All this has to come in gradually by bringing them to a higher standard of education and putting them through disciplinary training, for which purpose our Police Training School has recently been reorganized. We are still far behind in respect of education, the percentages of literate men in our neighbouring Presidencies with their higher emoluments being as shown in the margin. Improving the scale of pay and allowances of the subordinate officers and constables is a factor in achieving this object, when better classes of recruits can be attracted to the much abused, yet onerous police service.

Another matter bearing directly upon the success of the police administration is the attitude of the people towards the police. They are apathetic towards aiding in investigations and reporting of crime. The worry and annoyance due to a police investigation, interruption to work and easy life, expense involved, long journeys to courts, frequent adjournments and consequent absences from home, are so many hindrances silencing them or disuading them from coming forward and helping the police. The people have to understand that the police are after all their friends, who are maintained to safeguard their lives and property, and freely resort to them

for help, while the latter must do all they can to win the confidence of the people, by persuasion and tactful methods, with more civility, alacrity and truthfulness and making them believe that the police are but the servants of the public. Both have to work and meet halfway co-operating with each other, when alone the ideal of the police can be attained.

Extracts.

THE METROPOLITAN POLICE.

OLD POLICE.

Prior to the year 1829, London was policed by several bodies of men who were known as "watchmen" - worthy persons chosen from those "carrying on trades"; the stipendiary Police consisting of seven officers each at the head of a fixed number of constables who assisted the Magistrates in the discharge of their ordinary duties; the Thames Police of 90 officers intended for duty on the river; and the famous Bow Street office under the Home Secretary with supervision over the "Horse patrol", who wandered around whenever they chose, and the "Dismounted patrol" and the "Foot patrol" which patrolled the streets by day and night when sober. In addition to these establishments, there was also the system of the "nightly watch", a defective parochial organization, which, however, was said to be the most bibulous of the lot, composed generally of feeble old men like the road sweepers of the present day, though these at least are sober while at work. These various organizations had no co-operation amongst themselves, and as population increased and conditions of life in urban districts became more complicated, it became apparent that a change was urgently necessary. Public safety was comparatively little better than a name, and the constantly increasing menace to both life and property made it imperative that strong measures should be taken. The Quarterly Review, in an elaborate article on the conditions of the then Police, wrote as follows:- "There can be no doubt that the whole of the existing watch system of London and its vicinity ought to be mercilessly

struck to the ground. No human being has the smallest confidence in it..... Their existence is a nuisance and a curse".

NEW POLICE.

2. The present Metropolitan Police was the outcome of the Bill introduced by Sir Robert Peel, in the House of Commons on 15th April 1829, to remedy such sorry state of affairs by effecting a drastic change in the system, and the passing of "An Act for improving the Police in and near the Metropolis". The outstanding features of this new Police, from that year to the present time, are that the control of the whole Force is in the hands of one man, the Commissioner, who is directly responsible to Parliament, through the Home Secretary, with absolute power to suspend or dismiss any man in the force, without giving any reason even therefor.

AREA AND EXTENT.

3. The Metropolitan Police District extends over a 15-mile radius from Charing Cross and covers 699 and odd square miles. It is split up into Districts and Divisions, which are again divided into sub-divisions, and every street and road is exactly measured out for beats and patrols. Throughout each sub-division, the exact place where and the time when, each man should be, is calculated and arranged so that, Sergeant, Inspector and Superintendent may know where to look for him, and the Constable may know where to look for his fellow constables if he wants help.

STRENGTH OF FORCE.

4. The force consists of 33 Superintendents, of whom one is for the river and six for Scotland Yard, 619 Inspectors, 2,810 Sergeants and 17,558 constables, making a grand total of 21,020. The pay of the force approximates £ 1,952,503. There are 199 Police Stations, all, except 13 minor ones, being on the public telephone.

* As per report of the Commissioner, Sir E. Henry, G.C.V.O.K.C.B. C.S.I., presented to both Houses of Parliament by command of His Majesty the King, for the year 1913.

ASSISTANT COMMISSIONERS.

5. Next in authority to the Commissioner, are three Assistant Commissioners, who superintend the discipline of the entire Force and carry out much departmental work.

CHIEF CONSTABLES.

6. Then come the Chief Constables, of whom there are six (one being in charge of the C.I.D.), who are placed in charge of Districts composed of groups of five or six continuous Divisions, with general control over and being responsible for the efficiency of the Police in their Districts.

CONSTABLES.

7. For enlistment in the Metropolitan Police, a man must be between 21 and 27 years of age, in the prime of life, literate and generally intelligent, medically fit, strong and of robust constitution for police work, and careful as to cleanliness. His character must be irreproachable and he must produce a certificate from two respectable householders who must have known him for at least five years, and another from his last employer. He must be sober, honest and of good temper, and his connections must be respectable. He has also to give particulars of his career since he left school. In fact, from the very first stage, a recruit must have a clean sheet, mentally, morally and physically. He has to sign an agreement binding himself to various conditions, among other

things, to give his whole time to Police work. Even his wife may not keep a shop.

P A Y.

8. Such a gentlemanly recruit, on enlistment to the constabulary, starts with an initial pay of 27 shillings per week. His pay after annual increments, rises up to £ 2 a week, after 6 years service. A man putting in good service of over 15 years is then promoted to the 'merit class' on 42s.6d a week or about Rs.130 per mensem. A Sergeant gets 50s.6d a week or over Rs.150 per mensem, Inspectors 103 a week or about Rs.350 per mensem; and a Superintendent, the highest post to which a constable can aspire, £ 400 per annum or Rs.500 per mensem.

9. The pay of the Constable is, on an average, the same as that of a skilled compositer, carpenter or joiner, and a higher class of recruit can be selected for the force. The Constable has also the prospect of a pension equivalent to 2/3 pay after 26 years of service, and of rising to the Superintendent's grade. The Constable's post is thus a coveted one, younger sons of even landed gentry seeking entry thereto.

10. Mere qualifications are not enough to launch a man in the streets for duty. He is put through a course of instruction and only after he passes a qualifying examination, is he pronounced fit for duty. This examination embraces a host of subjects, from the duties of constables, attention to premises for the prevention of crime, accidents, fires, collisions etc, to Acts of Parliament, such as Highways, Aliens, Larceny; and finally he has to attend Magistrate's courts to familiarise

himself with procedure and giving evidence against persons in court.

11. Once in the streets, the main features of his work are variety and responsibility. The public look to him for help in all manner of ways and he must be prepared to aid, direct, counsel and personally assist anybody who appeals to him, e.g., an elderly female who says she feels "uncommon queer in the 'ead and wants to be helped home the other side of London, fearing that she is about to have an epileptic fit".

12. The list of his official duties is long and his knowledge of Police law must be at his fingers ends, including cruelty to animals, advertisements street collections, obstruction in the streets, begging, unclaimed property, dangerous structures, indecency, licenses for pedlars and hawkers, carrying of fire-arms, vagrants and innumerable other matters, and above all,he has to decide on the spo whether the law has been broken sufficiently to warrant him in taking action on his own responsibility. He must be ready for any emergency and never fail to deal effectively with it however strange it may be in his experience and no matter what it may cost him in trouble, life or limb.Thus a London Constable holds a position of great responsibility and his promotion depends entirely on how he discharges it. Higher ranks cannot be reached by making oneself a <u>persona grata</u>. First, the Constable <u>must</u> put in five years' service as such, unless he shows exceptional ability. He must pass an examination in professional knowledge to gain the lowest rank, that of Section Sergeant.

SECTION SERGEANT.

13. He has to pass an examination regarding his educational merit, which is held by the Civil Service Commission. One of the most important orders laid down is in relationship with his Constables. He must be thoroughly acquainted with the characters and pursuits of all Constables, carefully instruct them in their duties, take pains to see that they are acquainted with the position of fire brigade stations, alarms, escapes and turncocks, veterinary surgeons, horse slaughterers, street ambulances, hospitals, infirmaries, shelters, work houses and relieving officers &c.

STATION SERGEANT.

14. The next step is the Station Sergeant, and to attain it, another stiffer examination has to be passed. After that, the Section Sergeant leaves the division in which he has been working previously, and takes charge of a Station under an Inspector. He now begins to taste in full measure all the disadvantages inherent in Police duty in general. Though he has responsibility and anxiety and must constantly assert initiative and authority, he has no real power. The men under him may not particularly relish having to obey a stranger from another division, who does not know the district nearly as well as they do. Of course they must carry out any orders he may give, but woe to him if he gives a wrong order. The Inspector may or may not help him. They have not probably met before, for it is a rule of the Service that with every step of promotion a man shall be moved on to a new division. The Sergeant, therefore, is an unknown quantity to the Inspector and as the Inspector will be officially responsible for any mistakes he may make, naturally the

new-comer will be liable to the closest supervision from above as well as criticism from below. Added to all these, he is now having his first experience of independent responsibility. During the eight or ten hours he is on duty, all situations that arise at the Station are referred to him to deal with. When he speaks and decides any matter, nothing will be said in reply by anyone. His order will be carried out, right or wrong.

15. It is a severe test and many a man, who has been an admirable Constable and an excellent Section Sergeant, finds life a heavy burden indeed in his new sphere. Yet for this very reason this comparatively humble post of Station Sergeant marks the turning point in a man's career and also provides for the public the best possible guarantee that before any man can become an Officer of high rank he has been well tried.

16. A good Station Sergeant who wins the willing obedience of his men, whose work is well reported on by his Inspector, and who can feel that he has the respect of the members of the public, generally who come in contact with him at his Station, has won his spurs. He has proved that he is a man of sufficient tact, ability and knowledge, not only of Police law and practice, but of human nature and character, to be trusted with any responsibility that may come the way of an executive Police officer of any rank. If he does not show these qualities to the satisfaction of those whose business and interest it is to find and to promote the best men, he gets no higher in the Service, and may even have to return to his Section. Assuming

he has given evidence of the powers and qualities needed, he will be encouraged to compete for the post of an Inspector.

INSPECTOR.

17. The duties of an Inspector are multifarious He has not only to deal with all charges, questions and complaints which reach the Station during his hours of duty or to take charge in emergency of special investigation into serious crimes, but he is also jointly responsible with his collegues at the Station for the whole management and organization of the men attached to the Station.

SUPERINTENDENT.

18. The Superintendent must be a man who once only a plain Police Constable, has possessed the ability to endure successfully every test, professional and educational, that the rules of the service enforce. He is personally responsible for the whole of the work and discipline of the officers and men of a Division. His orders must be obeyed, without question, by all within the Division.

POLICY OF DECENTRALISATION.

19. The administrative policy of the Metropolitan force is one of decentralisation, and each of the 29 Superintendents in charge of Divisions, controls his own territory.

C.I.D.

20. Now regarding the plain clothes force - all men employed in the C.I.D. in London, are chosen from Constables. No one, no matter what his qualifications for plain clothes work may be, can become a detective until he has done at least 12 months' duty in the streets. The selection of recruits for the C.I.D. is very

strict and is made under the personal supervision of the head of the Department. Once selected, the recruit is tested by being put on patrol duty under experienced men for a few months. If after practical experience of his powers of observation, diligence, and discretion, it is found that he does not show, in actual practice, the necessary qualities, he is reverted to ordinary duty. If on the contrary, his progress in criminal investigation work is satisfactory, his probation is extended until he is fit to be examined with a view to appointment in the rank, corresponding to the position of a Constable in the body of the force. He must know the methods by which charges made against persons for ordinary offences such as stealing, betting, house-breaking and the like have to be tested to give him the right to arrest. His duties, while he is a patrol, are under the strictest surveillance. He has to account, for all he does, to detective Sergeants and detective Inspectors and he is under the authority, of the uniformed Officers of the Station to which he is attached, as much as if he were still in uniform. His position is not by any means independent as he has to enter in his diary, all he does, where he goes, whom he sees and the result of his interviews &c. For any work done, he has to furnish precise information, to his superiors, of the way in which he accomplished it.

21. The real art of plain-clothes work does not lie in the performance of sensational coups. The test of the efficiency of the C.I.D. is not in the number of "press notices" it is able to obtain

by the successful unravelling of extraordinary cases of shocking murders or unnatural crimes &c. Such work has to be done and the experienced men in the department must be prepared at any time to take them up. But the duties of every day which are concerned with ordinary crimes and misdemeanours, that by their mere numbers far outweigh in public importance the occasional "shocking outrage" require the exercise of trained intelligence, constant vigilance and qualities which are concerned as much with the prevention of crime as with its detection. The most successful detective is the man who knows best how to deal personally with criminals, whether "wanted", or legitimately at large, and with the people among whom they live and to whom their movements and whereabouts are generally known. He gains his power and knowledge by the exercise of unfailing courage, tact, patience and imperturbability of temper. He uses his information cautiously, never betraying his informant, and for his own sake, never obtaining information by pretending to be other than what he is. He takes care, if possible, that the men who have been convicted and sentenced through him, shall have reason to feel that, apart from his duty in taking them, he is ready to stand their friend and even go out of the way to do them a good turn by using his influence to procure help for their families during their retirement or enabling them to obtain help, from a Prisoner's Aid Society, upon their release. On the other hand, he never fails to make them realise that in the performances of duty, he knows neither fear nor favour.

22. In cases of grave robberies or other crimes, success in detection of the perpetrators depends, as a rule, far more upon the knowledge by the force of where the men who have committed such crimes in the past are to be found, and the local knowledge of detectives and police of criminals in their respective localities, than upon "clues" and evidence gained on the spot. Though no hard and fast rules exist among criminals as to particular classes of crime, nevertheless, the men noted for particular kinds of depredations are pretty well known; and a detective who has a special faculty for gaining accurate information of the movements and inclinations of the criminals in the locality, and for keeping in touch with persons who can tell him at once, upon demand, whether so-and-so has been seen in circumstances which suggest that he may be the very man who is wanted for a great robbery a hundred miles away, is worth his weight in gold. The spirit and practice of constant effort to know and be known by people who can give or procure information is of far greater importance than mere sharpness of wit to a detective.

SCOTLAND YARD.

23. The Scotland Yard is, the Head Quarters of the Police of London. It is there that the Commissioner, Assistant Commissioners and Heads of Departments are to be found, as well as the Officers responsible for the men in plain clothes. Every matter dealing with the organization of the force is there dealt with, including the regulating of the traffic and protection of the public in all emergencies, small and great. The "YARD" has been the centre of the Police universe since 1829. From its creation, the Commissioner has had power to regulate, at will,

the action of every man in the force, from the Constable to Superintendent, and to impose such discipline and organization throughout the whole of the Service as he may deem best, in its interests or those of the public. It is the pride of Scotland Yard that no suggestion can be made for the efficiency of the force that has not already been either considered or given effect to.

FINGER PRINT AND PHOTOGRAPHY.

24. Among other factors, contributing to the efficiency of the Metropolitan Police, are the elaborate and thoroughly developed Finger Print Bureau and Photography, the sine qua non of modern detective system, disseminating as it does the exact particulars of the object to be traced or identified, which no verbal description can so fully accomplish.

HOUSING.

25. The compulsory housing of all the men together, near their Stations has also a direct and cumulative effect in maintaining efficiency and the espirit de corps, in addition to the men being available for emergencies at all times, even when off duty.

CLUB.

26. The Police Club, with its library, boating and other games and recreations helps in no small degree to the unification of the Force.

ORPHANS FUND.

27. Another redeeming organization, is the Destitute Police Orphans' Fund, to which all Police officers contribute, obtaining benefit nights occasionally from theatrical companies etc, the object of the Fund being to maintain children of policemen, suddenly dying or incapacitated, and bringing them up to some profession.

28. In spite of all the precautions taken in enlistment and of the careful training and supervision

of the force, detractors have not been wanting who charge the Metropolitan Police with corruption, drunkenness and worse. So lately as 1906, as a result of certain grave charges formulated against the Metropolitan Police in connection with their activities in making arrests, "scandals" and "awful examples" of 'so called Police perfidy, brutality and stupidity which had previously been dealt with in courts and advertised in the Press', a Royal Commission was appointed to ascertain and report precisely how matters stood. Complaints were invited from all sources, and encouragement given to any one who had been injured or imagined that he had been by police interference, police laxity &c to come forward and state his case. Particular attention was paid to the charge that Constables had made a practice of accepting certain fees &c. The Commission came to the conclusion that there was no "ground for believing, that there had existed or that there at present exists any wide-spread or systematic" bribe-taking by the Police, in any part of London. The Police Force is only human and does not profess to be perfect, but taking everything into account, it is generally admitted by those outside the force itself who are in the best position to know, that the government and organization of the Police force of London, is today, in nearly every respect, the most efficient, the most humane, the most progressive and the most enlightened to be found, not only in the British Empire but in any great city of the civilized world.

GEN. DEPT. NO. 1504 Office of the Inspector General of Police in Mysore,

4 OCT 142 Dated Bangalore, the 25th ~~September~~ October 1916.

No. J 765

From

Diwan Bahadur C. Srikantesvara Aiyar, B.A., B.L.,

Inspector General of Police in Mysore.

To

D.M. Narasinga Rao Esquire, B.A., B.L.,

Secretary to the Government of His Highness

the Maharaja of Mysore, General Department.

Sir,

With reference to your office docket No. J. 1187/ Police 234-15-3 dated the 21st instant, returning the proposition statement forwarded with my letter No. 1165/112 dated the 1st instant, I have the honor to state that the statement submitted to Government was only an advance copy and that a copy of the letter to Government with the statement in original have been forwarded, in duplicate, to the Comptroller, as usual, for verification and submission to Government in due course.

I have the honor to be,

Sir,

Your most obedient servant,

Asst. to the Inspr-Genl. of Police,

For Inspector General of Police,

Absent from station.

G[illegible]. S. 26] 8/11 X

Police
File No. 2366-15
Serial No. 6.

Diary No. of letter replied to .....

No. J1707. Enclosure

General and Revenue Secretariat
(Police)
Dated, the 13th November 1916.

To

The Comptroller to Govt.

Date of issue 13th November 1916.

Signed by Mr. G. Sreenivasa Iyer

Sir,

I am directed to forward herewith a copy of letter no. 1524-142 dated the 2nd October 1916 from the D.G of Police in Mysore regarding the submission of the proposition statements in connection with his proposals for the revision of the police force and to request that the statements referred to therein may be forwarded early.

I have &c.
~~over~~

SUBJECT.

Ex 8/11
For Secy. to Govt.
Gl. Dept.

B.H.
8.11.16.
NRR

It is requested that in future communications on the subject, the No. and date of this letter, and the distinguishing letters below the number as given opposite, may be quoted and addressed to the Comptroller, Mysore Government.

the communications

4376

No. BaR 390

OFFICE OF THE COMPTROLLER, MYSORE GOVERNMENT.

Enc: One letter & two Dets of proposition statements.

Dated Bangalore, the 1st December *1916.*

REV No. J.1203

FROM

M. N. Krishna Rao, Esq.,
~~M. SHANKARAVARTI, ESQ., M.A.,~~
~~M.A.S.,~~
Comptroller to the Government of
His Highness the Maharaja of Mysore

12/16-17
Police
234-15
7

To

D. A. Narasinga Rao Esq., B.A., B.L.,

Secretary to the Government of Mysore,

General *Department.*

SIR,

As desired in your letter No. J.1707/Pol.234-15-6 dated 13th November 1916, I have the honor to forward herewith letter No.1165-112 dated 1st September 1916 addressed to you by the Inspector General of Police in Mysore together with the proposition statement relating to the revision of the police force received therewith. The statements have been duly verified. Calculations both in the present and proposed scales are inaccurate in some cases and hence a detailed statement showing the cost of the present scale, the proposed scale, and the extra cost involved, is given below:-

Force.	Present scale cost per mensem.	Proposed scale cost per mensem.	Extra cost.
	Rs.	Rs.	Rs.
District Executive Force	53,623 1/12	68,672 49/60	15,049 11/15
Town Police, Bangalore & Mysore.	7,862 1/3	9,609 2/15	1,743 4/5
Kolar Gold Fields Police	4,900	6,776 2/15	1,876 2/15
C. I. D.	292	385 3/5	93 3/5
Special Reserve Police Force	2,415 1/3	2,450	34 2/3
Bowringpet Town Police ...	371	464	93
Anthro Establishment ...	133	173	40
Police Training School ...	906	1,405 1/3	499 1/3

Rec.—Gl. 17]

.....Department.

19 .

FROM

~~J. S. CHAKRAVARTI, ESQ., M.A., F.R.A.S., etc.,~~

Offg: *Comptroller to the Govt. of H. H. the Maharaja of Mysore.*

To

.....~~Esq.,~~

The *Secretary to the Govt. of Mysore,*

General .....*Dept.*

Dated

Despatched 1/11/16

Received

No. 4376/37 Supr

Subject matter.

Proposition relating to the revision of the Police Force.

GPB—2,500—25-10-16

Railway Police.	Present scale cost per mensem. Rs.	Proposed scale cost per mensem. Rs.	E x t r a cost Rs.
Bangalore-Kanjangud Section	589	737 4/5	148 4/5
Birur-Shimoga ...	229	280	51
Kolar Gold Fields Railway	262 1/2	302 9/16	40 2/5
Kolar District Board Railway	155	186	31
Kolar Chintamani Railway	109 23/96	136 211/480	27 1/5
Bangalore-Chickballapur Railway	192	224 3/5	32 3/5
loties	1,646	2,633	987
Total.	73,685 47/96	94,437 121/160	20,751 1/15

6. 331.

2. The proposals embodied in the proposition statements, will accordingly involve an addition of Rs.20,751 4/15 per mensem or Rs.2,49015 3/5 per annum to the permanent recurring expenditure of the State.

3. The local allowance of Rs.50/- per mensem proposed to the District Superintendents of Police in para 2 of the letter and the revision of establishments of the District Police Offices mentioned on page 8 of the letter have not been included in the proposition statements. These involve an additional cost of about Rs.18,000/- per annum.

4. On page 6 of the letter to Government it is stated that the pay of the constables will be so regulated as to take 15 years for them to reach Rs.11/, from Rs.8/- and Rs.12/- from Rs.9/-. But in the proposition statement the grades have been shown so as to raise their pay from the minimum to the maximum in only 3 years. If the cost is calculated in accordance with the proposal made in the covering letter, the total monthly cost of Rs.20,751 4/5 mentioned in para 2 above will be reduced by Rs.4553 1/10 .

5. As the source from which the extra cost, if sanctioned, can be met, has not been pointed out by the Inspector General of Police, the proposition can only take effect from the next official year if the necessary provision is included in the next year's budget.

I have the honor to be,
Sir,

Your most obedient servant,

Offg: Comptroller.

1/12/16

120

Office of the Inspector General of Police in Mysore,
Bangalore, dated the 1st September 1916.

No.1165-112

Encl: one & two sets 2 statements.

From

Diwan Bahadur C. Srikantesvara Aiyar, B.A., B.L.,
Inspector General of Police in Mysore.

To

D.M. Narasinga Rao Esquire, B.A., B.L.,
Secretary to the Government of His
Highness the Maharaja of Mysore,
General Department.

Through the Comptroller to the Government of Mysore -

Sir,

With reference to paragraph 53 of the Police Administration Report of the State for the year 1914-15, and to the concluding observation contained in paragraph 9 of Government Proceedings No.J 3620-30/Police 75-15-3 dated the 8th March 1916, reviewing the said report, that the Government "will be glad if the question of the improvement of the morale of the Police Force receives special attention from the Inspector General of Police", I have the honor to invite reference to several of my communications ending with letter No.C-81 dated 8th January 1915, on this important subject of increasing the efficiency and developing the morale of the Force, and to state as follows:-

Extract appended for ready reference.

I. GAZETTED OFFICERS.

2. The gazetted officers in the Department have, I am again forced to respectfully submit for the reconsideration of Government, to be formed into a separate cadre, as it once was, for the reasons specified in my letter No.C-245 dated 1st April 1914. The work of the Police Department is more arduous than that of the other branches of Public Service, and it

usually takes about three to four years for an officer newly recruited into the cadre to get acquainted with the details of the Department; and if he stays for only one or two years thereafter and quits for other spheres of service, the training and the experience gained in this technical branch of service will almost amount to a waste on him; and the new-comer in his stead has again to trudge for some years before getting any insight of his duties. And this course of events will go on (as it has been) repeatin , impairing the effciency of the supervising agency to not an inconsiderable degree, the effect whereof is even now being felt in some of the Districts, where officers have been frequently changed, or manned by in-experienced juniors who have had to commence learning the work. The present system of having one general cadre of Assistant Commissioners for all the services has another disadvantage, that an officer serving in the Police Department constantly looks to getting a shift as quickly as possible, on account of its worry and incessant anxiety, as is evident from the experience that, at present, 3 out of the 10 Superintendents have been seeking a change. I therefore beg to urge the necessity for forming a separate cadre of Superintendents, with a further provision of some local allowances to these officers till they reach the grades of Senior Assistant Commissioners, say Rs.50 per mensem to each of the Superintendents, or assigning them a grade higher than their comrades in the cadre of Assistant Commissioners, which would be an incentive for an officer to put forth all his zeal and try to remain for some time in the Department.

II. INVESTIGATING STAFF.

3. The next subject is that of the improvement of the quality and status of the Inspectors and Investigating Officers, which has long been delayed and which

requires a prompt settlement. Following the recommendations of the Indian Police Commission, the minimum pay of an investigating officer in the British Indian Provinces, who is now a Sub Inspector, was fixed at Rs.50 a month, rising by grade promotions to Rs.100 a month. When the Investigating Centre Scheme was introduced into the State, the finances at the time did not permit of giving effect to similar proposals, and we had to content ourselves with a class of officers of a mediocre type - Jamedars or Head constables - on such small pay as Rs.20 or Rs.25, as the investigating officers in charge of Stations. The radical defect in entrusting such cheap subordinate agency with the most important duty of investigation has been too glaring, and it has been recognized that a better paid and more intelligent and educated class of officers for investigation is needed. I therefore make no apology for requesting that the present grades of Jamedars and Head Constables should be replaced by Sub Inspectors, throughout the State, their pay, however, being fixed at Rs.30 and 40, with a minimum horse allowance of Rs.15 each, 9 of them, however, in Malnad areas getting Rs.20 each, and 42 in the Cities, Kolar Gold Fields and Railways, a cycle or charge allowance of Rs.10 each.

* Vide Inspector General's letter No.98-12 dated 6th July 1907, to Government.

4. The Inspectors in the British Indian Provinces start on a pay of Rs.150 and rise up to Rs.250. The minimum pay of our Inspectors is Rs.40, which low sum does not attract men of education, character and status to the service. It is therefore imperative to raise the minimum pay of our Inspector to at least Rs.70. Being then better paid and of higher calibre and status, the Inspectors can be placed in the police charge of Taluks, independent of the Amildars, thus gradually solving the vexed question of separating the executive from judicial functions. The horse allowance

of the Inspectors has also to be raised to Rs.20 all round as with the Rs.15 they now get, it has not been possible for these officers to maintain decent and serviceable mounts, with the prevailing high prices of fodder etc.

Provision has also to be made for six Probationery Inspectors on Rs.50 per mensem, as an inducement for suitable recruits for Inspector's grades. As it is, no Graduate has come forward to be trained in our Police Training School, as his prospects in the Department are not attractive, and the School Final candidates who pour in numbers are far inferior to the Matriculates we used to get some years ago. In fact, the School Final men have not enough knowledge of language to understand the teaching of the difficult law subjects, especially of Procedure and Evidence, and to secure at least Intermediate candidates or Graduates, some decent appointments have to be assured. Otherwise, the upper subordinate service of this Department, which is of such vital concern, being the medium of maintaining the discipline and the vigour of the Force, will seriously deteriorate in course of time, against which these appointments of Probationers have to be provided, for the best students in the School, who can also be trained in practical work in the Finger Print Bureau, C.I.D., Cities etc before being sent out to Taluks.

The increase in expenditure on account of these (1) most pressing improvements of the Investigation staff throughout the State, amounts to Rs.87,000 per annum.

III. CONSTABULARY.

5. Improvement in higher subordinates alone will not be sufficient, unless a corresponding improvement is effected in the ranks. Without contentment in, and co-operation of the latter, no efficient work can be done by the superior

staff. The recent raising of the minimum pay of a constable from Rs.7 to Rs.8 has not had appreciable effect, inasmuch as the same tale of difficulty of recruitment is being received from all the Districts without exception, and with the economic developments all over the country, the price of labour has become so dear and is ever keeping an upward tendency, that no man of physique, hardihood, endurance and character ever cares to join the Police Force, with a pay so incommensurate with the nature of the duties involved. The Police Commission have said that "the great "object is to induce men to remain in the police by "giving them definite hope of some increase in emoluments "if their service is approved. The grade system of pro- "motion does not secure this; it is uncertain in its "operation; and this uncertainty is fatal in the case of "men on such low pay. The first increase of pay also "comes too late, and resignations in the first years of "service are very numerous. The Commission, would there- "fore recommend that to the minimum fixed as above there "should be added one rupee per mensem after three years "of approved service from date of recruitment, and ano- "ther rupee after five years more of approved service "from date of the first increase. This would tend to "keep men in the service for at least eight years; and "after that their claim to pension and their hopes of "promotion to the head constable class would probably be "strong enough inducements to remain; but it would un- "doubtedly make police service more popular to offer "another increase of one rupee at the end of seven years "more (i.e., a total of fifteen years) of approved ser- "vice, and the Commission recommend this".

Following these recommendations, the pay of the constabulary which had been fixed at those rates, 10 years ago,

in the British Indian Provinces, is again being revised in some of the Presidencies, owing to the changed circumstances and conditions of life since then, the minimum pay of a constable in Madras being, quite recently/raised to Rs.10 per mensem, with local allowances also to certain localities. I would, however, propose that the pay of the Mysore constable be fixed at the following rates-

At the start ..	Rs.8
After 3 years' service	,, 9
After 8 years' service	,, 10
After 15 years' service	,, 11

The constables of the two Cities and of the Kolar Gold Fields have to be paid one rupee extra, on account of the special nature of these localities, where still better class of men has to be secured, to compete with the other labour-employing agencies. The scale of pay in these localities may be

Minimum	Rs.9
After 3 years' service ..	,,10
After 8 years' service ..	,,11
After 15 years' service ..	,,12

This improvement in the scale of pay of these hard-worked and most deserving subordinates will also put a stop to the desertions now being experienced, or a desire on their part to get transferred to other departments, as there have been instances where literate constables have sought service in the Educational and other Departments, where prospects are better with less exacting work.

The existing Duffedars and Sergeants on Rs.12, 14 and 16 will be regraded on Rs.14 and 16 in the Districts, and on Rs.16 and Rs.20 in the Cities and Kolar Gold Fields; and they will be employed as beat-posters, to command escorts, to supervise beats, drill, patrols etc. A smart, literate, well-behaved and intelligent constable can work

up to the goal of this class of petty officers.

The increase of expenditure on this indispensable item of improving the constabulary amounts to Rs.85,000 per annum.

6. In deference to the instructions of Government conveyed in their letter No.J.501/Police.134-14-4 dated the 8th August 1916, the subject of the augmentation of the Police Force in the Cities and the Districts, can be deferred, as with the improvements suggested herein, it may be possible to fill up the large number of vacancies and thus obtain some relief against the existing difficulties. And that can be, only, when these proposals are sanctioned and brought into operation.

FINGER PRINT BUREAU AND C.I.D.

7. In paragraph 7 of my letter No.C-123 dated the 20th June 1913, submitting proposals for the augmentation of the Office Establishment of the Inspector General of Police, the need for strengthening the establishment of the Finger Print Bureau has been explained, and with the impending introduction of the Criminal Tribes Regulation into the State, the demand on the resources of the present small establishment consisting of one Inspector, one Jamedar and a Clerk, will be enormous, which it will not be able to cope with. It is therefore proposed to increase the staff in the Bureau by an establishment as noted in the margin;

1 Inspector	@ Rs.70	Rs.70
1 Sub Inspector	,, 40	,, 40
1 Sub Inspector	,, 30	,, 30
1 Clerk	,, 35	,, 35
1 Clerk	,, 25	,, 25
Horse allowance of Inspector.		,, 20
Horse allowance of Sub Inspectors.	,, 15	,, 30
	Total.	Rs.250

per mensem or Rs.3,000 per annum.

the extra expenditure on this account will be Rs.3,000 per annum, which has perforce to be incurred

8. Similarly another increase of Rs.3,000 per annum for the strengthening of the establishment of the C.I.D. has be provided. The work entailed on this staff has been laid dow in paragraphs 166,167, 168,169 and 171 of the report of the Police Commission; such arduous duties have further been made more onerous, delicate, intricate and exacting on account of the modern conditions, and the operation of the Criminal Tribes Regulation will throw more burden upon them, which the existing staff of two Inspectors, one Jamedar and four constables will not be able to get through. It is therefore necessary to augment this important organ of the Police Force as suggested.

1 Inspector	@	Rs.70 plus 50	..	Rs.120
2 Sub Inspectors	@	Rs.40 plus 20	..	Rs.120
		Total	..	Rs.240

per mensem or Rs.2,880 per annum

V. KOLAR GOLD FIELDS POLICE.

9. The extra staff asked for in my letter No.4125-508 dated the 1st February 1916, for Kolar Gold Fields, calculated on the basis adopted in Sections II and III hereof costs Rs.11,000 per annum, which is also required as a matter of urgency and necessity, for reasons explained in the said letter.

VI. RAILWAY POLICE.

10. The expenditure involved by the appointment of a separate Superintendent of Police for our Railways, referred to in my letter No.C-2 dated 1st July 1916, would amount to another Rs.4,000 per annum.

VII. DISTRICT POLICE OFFICES.

11. The proposal for the revision of the Establishments of the District Police Offices, which has been returned by Government, with certain observations, with their letter No. J.3044/Police 259-14-2 dated 4th February 1916, has been further scrutinized in consultation with the Deputy Commissioners; and most of them have submitted proposals for the increase on a much larger scale than what had been submitted to Government, urging special reasons therefor. Detailed

information on the points raised by Government will be furnished separately, but it is considered that no establishment short of that proposed in my letter No.4817-600 dated 30th April 1916, would be able to meet with the ever increasing work entailed on them. This involves an extra expenditure of Rs.12,000 per annum, which is unavoidable.

VIII. BUILDINGS.

12. Last, but not the least, item of importance contributing to the well-being and efficiency of the Police Force is the provision of suitable buildings for Stations and Lines. Year after year, bitter complaints are being received from the District Officers of the utter insufficiency of the annual allotments under this head, and a reference to the paragraph on "Hutting and Building" in my successive administration reports for the past four years, as also the special communications submitted to Government on the subject will show how exactly we now stand in this matter. A forecast for Rs.24 lakhs on this account was submitted to Government some time ago, which is pending their consideration. Very great difficulty is being experienced for the men in the Cities, in the Malnad and in the interior, for want of suitable accommodation, and it will not be possible to defer this matter any further, without seriously impairing the service.

IMPROVEMENT OF GHAT OR OOKAD TOTIES.

13. Paragraph 51 of my last year's Administration Report explains the present situation. It is reported that some of the Ookads on our most dangerous daccity roads have been deserted, no one coming forward to take up the service. These Toties get a remuneration of Rs.2 each per mensem, which is hardly adequate. Patrolling dangerous high roads and ghats is the essential duty of this body of our most faithful Public servants, and with the local customs of night travelling still prevailing on most of our roads, the depletion of the Ookads will only be hazardous, causing

* extract F, appended for ready reference.

much concern. It is therefore considered that the pay of these Totios should be raised from Rs.2 to Rs.3 in the maidan and to Rs.4 in the malnad, when we can hope to fill up all the vacancies. The extra expenditure on this accoun amounts to Rs.12,000 per annum.

IX. VILLAGE POLICE. 14. There is still the much needed improvement of the Village Police left untackled, about which the Police Commission have so forcibly emphasized, as we have ourselves also repeatedly recognized and ordered their reorganization, in paragraph 33 of their report, that "the Commission

"desire strongly to recommend development and more "full utilisation of this valuable agency. It is an "agency the duties and responsibilities of which are "in accordance with Indian traditions and usages and "are well understood by the people. It forms general- "ly a sound basis for efficient police administration. "Its employment will save the people from much un- "necessary and vexatious interference, while securing "an important link between the Police and the people".

This would be possible when our Patels, who are now, as Heads of Village Police, responsible for reporting crime etc, are better remunerated, and the Toti and Talari system with their meagre Miras also adequately revised. In fact, Chapter III of the Commission Report deals exhaustively with this momentous subject, and the good results therein contemplated could only be obtained when the Village headman's (Patel's) emoluments, as well as those of the Totios and Talaries are so increased as to be in keeping with their offices, the rotgi of the former, and the miras of the latter being at present, in several cases quite insignificant. This matter may perhaps be taken up and dealt with simultaneously with the resurvey operations now going on in various parts of the State.

15. To sum up, the improvements proposed in the several branches of the Police service, barring a sum of Rs.24 lakhs needed for police buildings, which expenditure has to be spread over a period of 10 to 15 years, taking up their construction in the order of urgency and importance, involve an extra expenditure of Rs.2,17,000 per annum, as detailed in the margin,

1. Improvement of the quality and status of Investigating officers and Inspectors	..	Rs.87,000
2. Increase to the pay of constables	..	,, 85,000
3. Finger Print Bureau and C.I.D.	..	,, 6,000
4. Kolar Gold Fields Police ..	..	,, 11,000
5. Railway Police ..	..	,, 4,000
6. Establishments of District Police Offices	..	,, 12,000
7. Ookad Toties ..	..	,, 12,000
Total	..	Rs.2,17,000

which, with the annual expenditure of Rs.11 lakhs now being incurred on the Police Force, amounts to only Rs.13,17,000 per annum, thus falling short, by over 2½ lakhs of rupees, of the sum of Rs.15½ lakhs, estimated so far back as half a century ago, as the reasonable expenditure for an adequate Police Force for Mysore. The increase in expenditure now proposed is far too moderate, compared to the large amounts being spent on the Police Forces in British India, since the year 1905, in response to the recommendations of the Police Commission, the expenditure in all the Provinces being now double or more than double of what it was ten years ago, the figures for Madras which are now available with me being Rs.112,26,000 in the year 1915 against Rs.54,00,000 in the year 1905; whereas, our expenditure on the Police in 1914-15 was Rs.11 lakhs (inclusive of Rs.19,000 on various purely temporary establishments on irrigation works etc) against Rs.9¼ lakhs in 1905-06. Even with the increase in expenditure as proposed in this letter, the proportion of increase in Mysore will be only 0.2 against more than 1.0 in the neighbouring British Provinces.

16. When these inevitable measures, with the most important item of the provision of better scale of pay for

the constabulary, are brought into full effect, we may be able to secure recruits of a far superior class to the ranks, the villagers themselves being expected to give to the Police men of character and some standing, it being also insisted that no man will be entertained in the Police Force, unless he produces a certificate of character and respectability from the Village Patel or other leading residents, when will necessarily arise better reciprocity of feeling and mutual understanding between the people and the Police. I need hardly submit anything further on this subject of such essential interest to the maintenance of peace, order and security of the country, and earnestly request that these proposals may be sympathetically considered, as early as possible.

17. Detailed proposition statements in the prescribed form, containing all the proposals herein made are also submitted.

I have the honor to be,

Sir,

Your most obedient servant,

Sikandar Sawayan

Inspector General of Police.

Extracts from Police Administration Report for the year 1914-1915

A - Paragraph 53.

There is yet much improvement to be effected in matters of their conduct and behaviour and in the more vigorous pursuit and suppression of crime, better display of detective ability and using the natural powers of observation therefor, and a shrewd and intelligent understanding of the methods pursued by present-day criminals &c, to render detection of crime more a system and less dependent upon chances or quasi confessions. All this has to come in gradually by bringing them to a higher standard of education and putting them through disciplinary training, for which purpose our Police Training School has recently been recognized. We are still far behind in respect of education, the percentages of literate men in our neighbouring Presidencies with their higher emoluments being as shown in the margin. Improving the scale of pay and allowances of the subordinate officers and constables is a factor in achieving this object, when better classes of recruits can be attracted to the much abused, yet onerous police service.

	Percentage of Police educated or literate		Cost per police-man.
	Officers	men	
Madras.	98.2	84.5	279
Bombay.	96.0	52.5	276
Mysore.	95.4	47.8	191

Another matter bearing directly upon the success of the Police Administration is the attitude of the people towards the Police. They are apathetic towards aiding in investigations and reporting of crime. The worry and annoyance due to a police investigation, interruption to work and easy life, expense involved

long journeys to courts, frequent adjournments and consequent absences from home, are so many hindrances silencing them or disuading them from coming forward and helping the police. The people have to understand that the Police are after all their friends, who are maintained to safeguard their lives and property, and freely resort to them for help, while the latter must do all they can to win the confidence of the people, by persuasion and tactful methods, with more civility, alacrity and truthfulness and making them believe that the Police are but the servants of the public. Both have to work and meet halfway co-operating with each other, when alone the ideal of the Police can be attained.

B - Paragraph 51.

The District Officers report that there is much room for improvement in watching the several Dokads on dangerous high roads and in jungles &c, owing to sufficient number of men not forthcoming on account of their inadequate remuneration. There are numerous instances of large villages, where men will not come forward for a Toti's post, while still more are the cases where Toties are utterly callous and quite indifferent as to whether they retain their appointments or not. The heaviest punishment that can be inflicted on a Toti is dismissal, which is very often sought for as a happy release from an unwelcome irksome duty, beset with so much personal risk and danger. These faithful and hardworked Toties deserve better remuneration, and any measure possible towards improving their condition will more than repay in the better control of crime.

Inspector General of Police.

Finance and Accounts Form 11

Finl. 200]

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part 1, Chapt

STATEMENT OF PROPOSITI

Name of Office to which th

Government orders sanctioning present Establishment		Nature of Charge									
		Present Scale					Proposed Scale				
				Pay					Pay		
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost per month	No.	Designation	Minimum	Rate of Increase	Max mu
			17. D. police (4) district executive force.									
		3	Inspectors	125	10	175	450	7	Inspectors	125	10	17
		8	-do at 100				800	16	-do at 100			
		6	-do at 80				480	22	-do at 80			
		10	-do at 70				700	44	-do at 70			
								89				
		10	-do at 60				600	60	Sub-Inspro at 40			
		17	-do at 50				850	124	-do at 30			
		35	-do at 40				1,400	77	Sergeants 16			
		9	Sub-Inspro 30				270	330	-do 14			
		74	Jamedars at 25				1,850	4086	Constables	8	1	11
		101	-do at 20				2,020					
		107	Drillmedars at 16				1,712					
		127	-do at 14				1,778					
		173	-do at 12				2,076					
		884	constables at 9				7,956					
		3202	-do at 8				25,616					
							48,583		Allowances.			
			Horse allowanced to Inspro 9 (20) 76 (15)				1,200		Horse allowance to Inspro 79 (20)			
			Subl Inspr (16) 8 (12)				112		-do Sub-Inspro 9 (20) 175 (16) (10)			
			Jamedars 7 (16) 2 (12) 163 (8) charge allowance (5)				1,445		Drill Instructors allowance 77 (2)			
			Drill Instructors allowance 77 (2)				154		Walnad & ghat-balla			
			Walnad & ghat-balla -do to Inspro 13 (50)				150		-do to Inspro 3 (50)			
		2	Hirigur town allowance				580		Hirigur town allowance			
			Bowringpet Taluk police				5,588		Bowringpet Taluk Police			
			Total				75,368					Total

Note.—To be prepared in duplicate and forwarded through the Comptroller in Mysore an

643 47 Pa

II of the Financial Rules circulated with G. O. No. Fl. 1150—1192, dated 7-2-1903)

N FOR REVISION OF ESTABLISHMENT

Proposition relates.....

GPB—6,000 - 29-4-12

Average Cost per month	Proposition: Permanent: Increase per month: Amount	Proposition: Permanent: Decrease per month: Amount	Proposition: Temporary: Increase per month: Period	Proposition: Temporary: Increase per month: Amount	Proposition: Temporary: Decrease per month: Period	Proposition: Temporary: Decrease per month: Amount	Grounds of Proposition	Comptroller's Report	Orders of Government: Department concerned: Remarks	Orders of Government: Financial Department: Remarks	Orders of Government: Financial Department: Orders,
91/3											
1,050	633 1/3										
1,600	800										
1,760	1280										
3,080	2380										
2,400		970									
3,720											
1,232	280										
4,620											
36,817	8,922 2/5										
4,247											
62,014 11/12	13,431 11/15										
1,580	380										
2,795	1298										
154											
22,641											
150											
580											824
528											
86,707	14,339 15049 1/2										

hould be followed by a reappropriation statement if the proposal involves additional expenditure.

Finance and Accounts Form 11

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part I, Chapter

Finl. 200]

STATEMENT OF PROPOSITION

Name of Office to which the Pr

Government orders sanctioning present Establishment		Nature of Charge										
		Present Scale						Proposed Scale				
				Pay						Pay		
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost per month	No.	Designation	Minimum	Rate of Increase	Maximum
—		X.	Town Police, Bangalore and Mysore. 17C (Police)									
	1	2	Chief Inspector	175	5	200	375	2	Chief Inspector	175	5	200
		2	Inspector @ 80				160	2	Inspector @ 80			
		4	Do. @ 50				200	6	Do @ 70			
		2	Do. @ 40				80	3	Sub Inspr. @ 40			
		6	Head Constable @ 25				150	14	Do. @ 30			
		11	Do. 20				220	28	Sergeant @ 20			
		14	Sergeant @ 16				224	47	Do. @ 16			
		24	Do. @ 14				336	567	Constable	9	1	12
		37	Do. @ 12				444					
		113	Constables @ 11				1,243					
		140	Do. @ 10				1400					
		188	Do. @ 9				1,692					
		126	Do. @ 8				1008					
			Allowances						Allowances			
		1	Horse allowance to Inspectors 8(20)				160		Inspectors 8(20)			
			Head Constable 17(6)				102		Sub Inspectors 17(10)			
			Sergeants 10(6)				60					
	2						7854					
			Verified				7862 1/3					

Note.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and shall

The Financial Rules circulated with G. O. No. Fl. 1150—1192, dated 7-2-1903)

OR REVISION OF ESTABLISHMENT

position relates.....

GPB—6,000-29-4-12

Proposition						Grounds of Proposition	Comptroller's Report	Orders of Government		
Permanent		Temporary						Department concerned	Financial Department	
Increase per month	Decrease per month	Increase per month		Decrease per month				Remarks	Remarks	Orders
Amount	Amount	Period	Amount	Period	Amount					
										X. One of the at-present- vacant, ag the appro of Mr. Mc Jaffrey as Assta of Ch
140										
170										
308										
½ 1120½										
68										
	60.									
61 ½ 46 12/15										

a reappropriation statement if the proposal involves additional expenditure.

Finance and Accounts Form 11

Finl. [200]

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part I, Chapte

STATEMENT OF PROPOSITIO

Name of Office to which the

Government orders sanctioning present Establishment		Nature of Charge									
		Present Scale					Proposed Scale				
				Pay					Pay		
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost per month	No.	Designation	Minimum	Rate of Increase	Max mu
			Kolar Gold Fields police 17 & (police)									
		2	Inspectors	125	10	175	316⅔ 300	2	Inspectors	175	5	20
		1	-do-				100	1	-do-			
		2	-do at 80				160	4	-do- at 80			
		2	-do at 60				120	2	-do at 70			
		2	-do at 50				100	4	Sub-Inspts at 40			
		10	Head constables at 25				250	14	-do at 30			
		7	-do -at 20				140	5	Sergeants at 20			
		5	Sergeants at 16				80	12	-do -at 16			
		1	-do -at 14				14	262	constables	9	1	12
		89	constables at 9				801	1	clerk			
		137	-do at 8				1,096					
		10	Recruits at 6				60					
Verified		1	clerk				40					
			Allowances						Allowances			
			Horse allowance to Inspts 9 (20)				180		Horse allowance to Inspts 9 (20)			
			Local allowance to Head constables 17 (10)				170		Local allowance to Sub Inspts 18 (10)			
			Sergeants 5 (10) (4)				54		Sergeants 17 (10)			
			constables 226 (4)				904		constables 262 (4)			
			clerk (15)				15		clerk (15)			
Verified			Supplies						Supplies			
			Equipment						Equipment			
			+ clothing				2995-4		+ clothing			
					Total		4883-5-4				Total	

Note.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and s

4980

II of the Financial Rules circulated with G. O. No. Fl. 1150—1192, dated 7-2-1903)

FOR REVISION OF ESTABLISHMENT

Proposition relates.....

GPB—6,000 - 29-4-12

Average Cost per month	Proposition						Grounds of Proposition,	Comptroller's Report	Orders of Government		
	Permanent		Temporary						Department concerned	Financial Department	
	Increase per month	Decrease per month	Increase per month		Decrease per month				Remarks	Remarks	Orders
	Amount	Amount	Period	Amount	Period	Amount					
383⅓	1										
375	66⅔										
100											
320	80										
140											
160											
420	190										
100											
192	198										
27-5-1	103 4/3										
29 8 0											
40											
180											
180	10										
170	116										
1048	144										
15											
341	41⅔ 42108										
6532	1648-10-8	1876⅔									

ld be followed by a reappropriation statement if the proposal involves additional expenditure.

6776⅔

Finance and Accounts Form 11

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part I, Chapter I

Finl. 200]

STATEMENT OF PROPOSITION

Name of Office to which the P

Government orders sanctioning present Establishment		Nature of Charge												
		Present Scale						Proposed Scale						
				Pay						Pay				
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost per month	No.	Designation	Minimum	Rate of Increase	Maximum	A	
		17 B. Police (2) C. I. D.												
		2	Inspectors @ 40				80	1	Inspector					
		1	Jamedar				20	1	Do.					
		4	Constables @ 8				32	1	Sub Inspector					
			Allowance					4	Constables	9	1	12		
			Inspectors 2 (20)				100		Allowance Inspectors 2 (20)					
			Jamedar (20)				20		Sub Inspr (20)					
			Constables 4 (5)				20		Constables 4 (5)					
			Inspr 7. P.B. (20)				20		Inspr 7. P.B (20)					
					Total		272						Total	
		Special Reserve Police Force						17 D. Police (4)					District	
		1	Inspector	100	10	150	125	1	Inspector	125	10	175		
		1	Sub Inspector	75	5	100	87½	1	Do.					
		3	Subedars	25	1	30	85	3	Subedars	25	1	30		
		2	Havildars	16	1	18	32	2	Havildars	16	1	18		
		3	Do.	14	1	16	46	3	Do.	14	1	16		
		3	Naiks @ 13				39	3	Naiks @ 13					
		10	Constables @ 12				120	10	Constables @ 12					
		64	Do. 11				704	64	Do. 11					
		84	Do. 10				840	84	Do. 10					
		25	Do. 9				225	25	Do. 9					
		2	Scavengers @ 8				16	2	Scavengers @ 8					
			House rent to Inspr (25) & Sub Inspr (15)				40		House rent to Inspr (25) & Sub Do. (15)					
			Horse allowance to Inspr 2 (20)				40		Horse allowance to Inspr 2 (20)					
					Total		2,681 13/30						Total	
							2445½							

Note.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should

Finance and Accounts Form 11

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part I, Chapter

Finl. 200]

STATEMENT OF PROPOSITION

Name of Office to which the

Government orders sanctioning present Establishment		Nature of Charge									
		Present Scale					Proposed Scale				
				Pay					Pay		
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost per month	No.	Designation	Minimum	Rate of Increase	Maximum
			17 B. Police (2) 6 I. D.									
		2	Inspectors @ 40				80	1	Inspector			
		1	Jamedar				20	1	Do.			
		4	Constables @ 8				32	1	Sub Inspector			
			Allowances					4	Constables	9	1	12
			Inspectors 2 (20)				100		Allowances Inspectors 2 (20)			
			Jamedar (20)				20		Sub Inspr (20)			
			Constables 4 (5)				20		Constables 4 (5)			
			Inspr 7. P.B. (20)				20		Inspr 7. P.B. (20)			
					Total		292					Total
		1	Special Reserve Police Force				135	17 D. Police (4)				District
		1	Inspector	100	10	150	125	1	Inspector	125	10	175
		1	Sub Inspector	75	5	100	87½	1	Do.			
		3	Subedars	25	1 (biennial)	30	85	3	Subedars	25	1	30
		2	Havildars	16	1	18	34 4/15	2	Havildars	16	1	18
		3	Do.	14	1	16	46 2/15	3	Do.	14	1	16
		3	Naiks @ 13				39	3	Naiks @ 13			
		10	Constables @ 12				120	10	Constables @ 12			
		64	Do. 11				704	64	Do. 11			
		84	Do. 10				840	84	Do. 10			
		25	Do. 9				225	25	Do. 9			
		2	Scavengers @ 8				16	2	Scavengers @ 8			
			House rent to Inspr (25) & Sub Inspr (15)				40		House rent to Inspr (25) & Sub Do. (15)			
			House allowance to Inspr 2 (20)				40		House allowance to Inspr 2 (20)			
					Total		2 Lot 13/30					Total
							744½					

Note.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and shou

of the Financial Rules circulated with G. O. No. Fl. 1150—1192, dated 7-2-1903)

FOR REVISION OF ESTABLISHMENT

position relates.....

GPB—6,000 - 20-4-12

	Proposition						Grounds of Proposition	Comptroller's Report	Orders of Government		
	Permanent		Temporary						Department concerned	Financial Department.	
	Increase per month	Decrease per month	Increase per month		Decrease per month						
rage st	Amount	Amount	Period	Amount	Period	Amount			Remarks	Remarks	Orders
nth.											
0	70										
0	10										
2	13 3/5										
0	1										
0	1										
0	1										
1	1										
	93 3/5 ✓										
	90										
	x cautious force.										
0	1 25										
0	5 3										
5											
15	35 15 8/15										
15	47 3/5 15 5/5										

1	— do —		100	2	— do at 100		200	30	
1	— do —		70	1	Sub-Inspr		40	15	
1	Sub-Inspr		30	1	— do —		30		
1	Gamedar		25	6	Pro-Inspr at 50		300	300	
4	Drill & Gym-nastic Instructors at 16		64	4	Drill & Gym-nastic Instructors at 20		80	16	
1	Instructor in Survey and drawing 40+5		45	1	Instructor in Survey & drawing 40+5		45		
1	Ambulance lecturer		30	1	Ambulance lecturer		30		
1	Short-hand Instructor		25	1	Short-hand Instructor		25		
1	clerk		15	1	clerk		15		
3	peons (8) Lascar Vengar and Sweeper 20)		22	3	peons (8) Lascar Vengar and Sweeper 20)		22		
	Horse allowance to principal and Inspr 4 (20) Sub Inspector (12) Gamedar (8)		100		Horse allowance to principal and Inspr + pro Inspr 10 (20) Sub Inspr 2 (15)		230	130	
	Allowance to Reserve Inspr (30)		30		Allowance to Reserve Inspr (30)		30		
		Total	906		Total		1397	491	1888
							1405		

Note.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should be followed by a reappropriation statement if the proposal involves additional expenditure.

1	— do —	100	2	— do at 100	200	30		
1	— do —	70	1	Sub-Inspr	40	15		
1	Sub-Inspr	30	1	— do —	30			
1	Jamedar	25	6	Pro. Inspr at 50	300	300		
4	Drill & Gymnastic Instructors at 16	64	4	Drill & Gymnastic Instructors at 20	80	16		
1	Instructor in Survey & drawing 40+5	45	1	Instructor in Survey & drawing 40+5	45			
1	Ambulance lecturer	30	1	Ambulance lecturer	30			
1	Short-hand Instructor	25	1	Short-hand Instructor	25			
1	clerk	15	1	clerk	15			
3	peons (8) Lascar and Sweeper 20)	22	3	peon (8) Lascar and Sweeper 20)	22			
	Horse allowance to principal and Inspr 4 (20) Sub Inspector (12) Jamedar (8)	100		Horse allowance to principal and Inspr + pro Inspr 10 (20) Sub-Inspr 2 (15)	230	130		
	Allowance to Reserve Inspr (30)	30		Allowance to Reserve Inspr (30)	30			
	Total	906		Total	1357 441	499		
					1405			

Note.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should be followed by a reappropriation statement if the proposal involves additional expenditure.

Finance and Accounts Form 11

Finl. 200]

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part 1, Chapter II of the Financial Rules circulated with G. O. No. Fl. 1150—1192, dated 7-2-1903)

STATEMENT OF PROPOSITION FOR REVISION OF ESTABLISHMENT

Name of Office to which the Proposition relates.....

GPB—6,000 - 29-4-12

Government orders sanctioning present Establishment		Nature of Charge									Proposition						Grounds of Proposition	Comptroller's Report	Orders of Government		
		Present Scale					Proposed Scale				Permanent		Temporary						Department concerned	Financial Department	
				Pay					Pay												
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost per month	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost per month	Increase per month	Decrease per month	Increase per month	Decrease per month				Remarks	Remarks	Orders
														Amount	Amount	Period	Amount	Period	Amount				
			other police-17-B-police (4) Bowringpet-town-police (4) district-police																				
		1	Inspector				50	1	Inspector				70	20									
		1	Head constable				20	1	Sub-Inspr				30	10									
		1	Sergeant				16	1	Sergeant				16										
		5	constables at 9				45	20	constables	9	1	12	240	163									
Verified 30-10		15	do at 8				120						115										
			Allowances						Allowances														
			Horse allowance to Inspr				20		Horse allowance to Inspr				20										
			Local allowance to Head constable (10) Sergeant (10) constables 20 (4)				80		Local allowance to Sub Inspr. (10) Sergeant 10 constable 20 (4)				100										
						Total	371					Total	446	75-93									
			II Auditor Establishment																				
		1	Inspector				50	1	Inspector				80	30									
		1	Jamedar				25	1	Sub-Inspr				30	5									
		1	clerk				20	1	clerk				20										
		1	peon				8	1	peon				8										
			Horse allowance to Inspr (20) Jamedar (10)				30		Horse allowance to Inspr (20) Sub-Inspr (15)				35	5									
						Total	133					Total	173	40									
			police Training School																				
		1	principal				200	1	principal				200										
		1	Inspector																				

Finance and Accounts Form 11

Finl. 200]

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part 1, Chapter II of

STATEMENT OF PROPOSITION F

Name of Office to which the Prop

Government orders sanctioning present Establishment		Nature of Charge											
		Present Scale						Proposed Scale					
				Pay			Average Cost per month			Pay			Aver Co
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum		No.	Designation	Minimum	Rate of Increase	Maximum	
			17. G. Police. Ol Railway Police										
			Bangalore. Nanjangud Section.										
		1	Inspector				40	1	Inspector				
		1	Sub Inspector				30	1	Sub Inspr				
		1	Sergeant				14	3	Sergeants @				
		2	Do. @ 12				24	52	Constables @	8	1	11	
		6	Constables @ 10				60	1	Munshi				
		12	Do. 9				108		Allowance to Sub Inspector				
		34	Do. 8				272						
		1	Munshi				20	1	Mahwad batta 9(1)				
			Allowance to Sub Inspector				12						
			Mahwad batta 9(1)				9						
					Total		589					Total	
			Bijapur. Shift area										
		1	Head Constable				25	1	Sub Inspector				
		1	Sergeant				14	2	Sergeants @				
		1	Do.				12	20	Constables	8	1	11	
		8	Constables @ 9				72		Allowance to Sub Inspector				
		12	Do. 8				96						
			Allowance to Hd. Constable				10						
					Total		229					Total	
			Kolar Gold Fields Railway.										
		1	Sub Inspector				30	1	Sub Inspector				
		6	Constables @ 9				54	16	Constables	8	1	11	
		10	Do. 8				80		Local allowance (10) 16(4)				
			Local allowance (12) 16(4)				76		Clothing				
			Clothing				22½						
					Total		262½					Total	

Note.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and shoul

Financial Rules circulated with G. O. No. Fl. 1150—1192, dated 7-2-1903)

REVISION OF ESTABLISHMENT

sition relates.....

GPB—6,000 - 29-4-12

Proposition						Grounds of Proposition	Comptroller's Report	Orders of Government		
Permanent		Temporary						Department concerned	Financial Department	
Increase per month	Decrease per month	Increase per month		Decrease per month				Remarks	Remarks	Orders
Amount	Amount	Period	Amount	Period	Amount					
10										
6										
21										
9										
22 21 ✓										
15 35 175										
20 27½ ✓										
2039 5										
15,180-4-8 or 82, 168 per annum.										

wed by a reappropriation statement if the proposal involves additional expenditure.

Finance and Accounts Form 11

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part I, Chapter II of

Finl. 200]

STATEMENT OF PROPOSITION F(

Name of Office to which the Proj

Government orders sanctioning present Establishment		Nature of Charge										
		Present Scale						Proposed Scale				
				Pay						Pay		
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost per month	No.	Designation	Minimum	Rate of Increase	Maximum
			Continued 17 Q. Police (7)						Railway Police			
			Kolar District Board Railway.									
		1	Hd. Constable				20	1	Sub Inspector			
		1	Sergeant				16	1	Sergeant			
		3	Constables @ 9				27	10	Constables	8	1	11
		7	Do. 8				56		Allowance to Sub Inspector (1) Sergeant (2) & Const. 7 (1)			
			Allowance to Hd. Const. (1) Sergt (2) Const. 7 (1)				19		Clothing			
			Clothing				17					
					Total		155				Total	
			Kolar Chintamani Railway.									
		1	Head Constable				20	1	Sub Inspector			
		2	Constables @ 9				18	8	Constables	8	1	11
		6	Do. 8				48		Allowance to Sub Inspector			
			Allowance to Hd. Constable				10		Clothing			
			Clothing				13/3/10 47/96					
					Total		109/3/10 23/96				Total	
			Bangalore Chickballapur Railway									
		1	Head Constable				25	1	Sub Inspr.			
		1	Sergeant				16	1	Sergeant			
		6	Constables @ 9				54	14	Constables	8	1	11
		8	Do 8				64		Allowance to Sub Inspr			
			Allowance to Hd Const.				10		Clothing			
			Clothing				23					
					Total		192				Total	
					Grand Total		93,745-8-1 1/2					

verified

Vnd 30-10

verified

Vnd 30-10

Note.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and shou

Finance and Accounts Form 11

Finl. 200]

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part I, Chapter 11 of

STATEMENT OF PROPOSITION FO

Name of Office to which the Prop

Government orders sanctioning present Establishment		Nature of Charge										
		Present Scale						Proposed Scale				
				Pay			Average Cost per annum			Pay		
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum		No.	Designation	Minimum	Rate of Increase	Maximum
			Duties sanctioned for each District. 17 D Police for (Dist.									
		157	Bangalore					157	Bangalore			
		165	Kolar					165	Kolar			
		103	Tumkur					103	Tumkur			
✓		32	Mysore					32	Mysore			
✓		70	French Rocks					70	French Rocks			
✓		60	Hassan				19,752	118	Whitefield			
		77	Shimoga					645	643(3) 2(4)			
✓		37	Kadur					60	Hassan			
✓		118	Whitefield					77	Shimoga			
✓		819						37	Kadur			
								174	174(4)			
								819				
							Total ✓ 19,752					

12610-11/142-8 dt 22-5-57

Present Scale Verified

Submitted

H. [illegible] Asstt Comptroller

Note.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and should

i.e Para 5 of G.O. No. 1165 / 112 dt. 1.9.16

Finance and Accounts Form 11

(*Vide* Art. 57, C. A. C., Vol. I, and Rule 23, Part I, Chapter II of

Finl: 200]

STATEMENT OF PROPOSITION F(

Name of Office to which the Prop

Nature of Charge

Government orders sanctioning present Establishment		Present Scale					Proposed Scale					
				Pay					Pay			
No.	Date	No.	Designation	Minimum	Rate of Increase	Maximum	Average Cost per month	No.	Designation	Minimum	Rate of Increase	Maximum	Aver Cos
			Proposed in letter No. 4125 dated 1.2.1916.										
		1	Hd. Constable				20	1	Sele Duspotr				3
		11	Sergeants @ 16				176	3/30	Sergeants @ 20				6
		10	Constables @ 9				90	8	Do. @ 16				12
		26	Do. @ 8				208	36	Constables	9	1	12	3
			Allowances						Allowances				4
			Hd Constables						Sele Duspotrs (10)				1
			10, Sergeants 11(10)				120		Sergeants 11(10)				
			Constables 36(4)				144		Constables 36(4)				1
			Good Conduct allowance				10						
							768						8
			Clothing				500 per annum		Clothing			per an	

Note.—To be prepared in duplicate and forwarded through the Comptroller in Mysore and s

Rules circulated with G. O. No. Fl. 1150—1192, dated 7-2-1903)

ON OF ESTABLISHMENT

tes for Kolar Gold Fields - (extra staff asked for in this
e No: 4125/378 dated 7.2.1916)

GPB—6,000 - 29-4-12

Proposition						Grounds of Proposition	Comptroller's Report	Orders of Government		
rmanent		Temporary						Department concerned	Financial Department	
	Decrease per month	Increase per month		Decrease per month						
	Amount	Period	Amount	Period	Amount			Remarks	Remarks	Orders

No 424
23

OFFICE OF THE
INSPECTOR-GENERAL OF POLICE IN MYSORE.

Dated Bangalore, 21st July 1917

Encls. One

DIARY R. J189.

Police
134-15
8

From

K. R. SRINIVASA IYENGAR, Esq., M.A.,
Offg. Inspector-General of Police in Mysore.

To

D. M. Narasinga Rao Esquire, B.A.B.L.,
Secretary to the Government of His Highness
the Maharaja of Mysore, General Department.

Sir,

I have the honor to submit herewith a note containing my proposals for the reorganization of the Police Department and for the utilization of the sum of 1 lakh of Rupees provided for the purpose in the Budget of the current year.

The proposals are mostly based on the recommendations already sent up to Government by Diwan Bahadur Rajasabhabhushana Mr. C. Srikantesvara Aiyar, with a few slig modifications, as indicated in the note. It will be seen that the total cost of the proposed reorganization will amount to about 2 lakhs, while the amount required for th current year will be ~~very~~ less than a lakh. The differenc of Rs 100,000 between the ultimate cost of the scheme and that required for the first year may be spread over 10 years at the rate of about Rs.15,000 for each of the firs 5 years and Rs.5,000 for the next 5 years thereafter.

I request that the early orders of Government ma be obtained on the proposals, so that effect may be given

WD 2328—GPB—400—2-4-17

From

The Inspector-General of Police
in Mysore, Bangalore.

To

The Secretary to the Government
of H. H. the Maharaja of
Mysore, General Dept.

Dated 21st July 1917

Despatched

No. 424
23 Enclosure one

Subject.

Submitting a Note on Police reorganization.

GEN. & REV. SECRETARIAT III JUDICIAL JUL 1917

2. Police (cont'd.)

(50) [illegible] allowance, Printer Bureau. [illegible] 37 be continued

(51) [illegible] Sub-Inspector. [illegible]

(52) [illegible] Constables (4) 5 each 5

21. Medical

(53) Medical Officer, Victoria Hospital. 150 150 37 be continued.

(54) X ray allowance. 50 nil. To be abolished.

(55) Resident Medical Officer. 100 100 May be continued.

(56) Sub-assistant surgeons (6) each 10 10

(57) X ray allowance to Sub Assistant Surgeon. 15 15

(58) Surgeon, Arthnarayandrs Hospital, Vizag. 150 150

(59) Resident Medical Officer, Arthnarayandrs Hospital [illegible]

(60) Sub-assistant surgeons (2) each [illegible]

(61) X ray allowance to Sub-Asst. Surgeon [illegible]

(62) Vizagapatam Hospital Surgeon [illegible]

(63) Resident Medical Officer, Vizagapatam Hospital [illegible]

(64) Sub-Asst. Surgeons Stipend - Until [illegible] each 10

(65) Medical Officer, Head Quarters Establishment 10 10

(66) Assistant Surgeon Vizagapatam [illegible]

(67) Surgeon, Lunatic Asylum. [illegible]

24. Civil Dept.

(69) Medical to the Chief Surgeon. [illegible]

(69) [illegible] 37 be continued.

(70) [illegible] Secretary. [illegible]

50 50 May be allowed Continued

to this much needed reform as early as possible in the course of the current year.

I have the honor to be,

sir,

Your most obedient servant,

J. S. Swamy for

Offg. Inspector General of Police.

N O T E

on

POLICE REORGANIZATION

12

I. SUPERINTENDENTS

In his letter No.C.245 dated the 1st April 1914, to Government, Mr. Srikantesvara Aiyar proposed that

i. the Police Superintendents should be formed into a separate cadre which should be recruited in the manner suggested by him in his letter;

ii. they should be given a local allowance of at least Rs.50;

iii. an appointment of Deputy Inspector General of Police should be created to provide an opening for the Superintendents.

The Government in their Order No.J.1919/Pol. 196-14-4 dated the 22nd December 1914, considered that the proposed change will not be in the interests of the Department or the officers, and that it would be sufficient if Assistant Commissioners posted to the Police Department are not disturbed for at least five years.

With due respect, I would, for reasons so strongly urged by Mr. Srikantesvara Aiyar, submit the matter for the reconsideration of Government. The work of the Police Department, like that of other technical Departments, is getting more and more specialized every day; and I think that the frequent interchange of officers between the Police and other Departments cannot but seriously affect efficiency. If efficiency is to be secured, it is very necessary that men who were trained in and have acquired experience of the details of the Department should be kept in it.

13

The proposed formation of the Police Superintendents into a separate cadre need not entail any

additional cost. These officers may have, as at present, the same status and scale of pay as the Assistant Commissioners (i.e. 250-50/3-450), two appointments (or at least one proportionate to the number of Police Superintendents as compared with the total number of Assistant Commissioners on Rs.500-50-600 being reserved for them out of the number now prescribed for Senior Assistant Commissioners.

If this arrangement is sanctioned, I would not press for the grant of local allowances. The appointment of a Deputy Inspector General of Police proposed by Mr. Srikantesvara Aiyar may also be deferred for the present, if Government so please.

As regards the recruitment to the Superintendents' grade, I would suggest the following -

i. At least one of out of every three vacancies should be filled up from among the senior Inspectors in the Department.

ii. The remaining vacancies may be filled up either by the appointment of duly qualified and competent Amildars, (so long as Amildars are heads of Police in their Taluks), or of Probationers specially selected and trained for the purpose. In exceptional cases, Civilian Assistant Commissioners may be appointed as Superintendents for a period of not less than five years; and during their term of such appointment they may be treated as seconded in the list of Assistant Commissioners.

14

II INSPECTORS (Permanent)

The maximum pay of the Inspectors now is Rs. 175-5-200 and the minimum pay, Rs.40. In the British Provinces, the minimum pay of the Inspectors is Rs.150; and this is the case even in Travancore. Mr. Srikantesvara Aiyar has, in the proposals submitted by him to Government with his letter No.1165/112 dated the 1st September 1916, suggested the minimum pay of our Inspectors being fixed at Rs.70. Compared with the rates of pay elsewhere, this is a modest proposal. But in view of the difficulty of replacing the present officers all at once by superior men, I am prepared to reduce the minimum pay of the Inspector to Rs. 60 at present, leaving for future consideration the question of raising it to Rs.70, as better men are entertained in the Department. Taking the minimum pay at Rs.60, I propose to distribute the officers in the various classes as follows -

2	on Rs.	200
2	,,	175
5	,,	150
5	,,	125
1	,,	100-10-150 (Special Reserve)
15	,,	100
1	,,	75-5-100 (Special Reserve)
20	,,	80
25	,,	70
42	,,	60
6	,,	40-10-50 (Probationery Inspectors)

It will be seen that for the senior Inspectors on Rs.100 and upwards, instead of a progressive scale of pay as is now in force or proposed by Mr. Srikantesvara Aiyar, I have suggested a fixed pay. This I consider preferable and desirable on more grounds than one. It is only in the case of the Special Reserve Inspector and Sub Inspector that I have retained the progressive scale. This is because the officers selected for these places which require special qualifications cannot be

ordinarily interchanged with the other officers in the Districts. My proposals will entail an extra cost of Rs.2,350 per mensem or Rs.28,200 per annum, over the present scale, as against Rs. 36,270 under Mr. Srikantesvara Aiyar's scheme. (Vide statement attached - Enclosure A) This will however be only the ultimate increase under the scheme. In giving effect to the scheme, I propose the adoption of the following course -

i. The benefit of the new scale to be given only to such of the present Inspectors on Rs.40 and 50 as are found by character and capacity to be deserving of it. The rest will retain only their present pay unless and until they prove themselves fit to come under the new scale.

ii. No officer will be allowed to have more than one grade promotion at a time, merely for the sake of filling up all the vacancies in each class; but will be required to put in two years' service in each class before he is promoted to the next higher class till the full number in each class is filled up.

The above arrangement, if approved, will have the effect of considerably reducing the immediate cost of the scheme, and I do not think that the additional cost for the first year will amount to more than about Rs.12,000. In the succeeding years it will gradually increase and the rate of increase may be taken at about Rs.5,000 per year til the full sanctioned scale is reached.

16

INSPECTORS (Temporary)

There are at present 9 temporary Inspectors on Rs.40 as follows -

3 for the Registration of Criminal Tribes
1 for Krishnarajasagara Works
2 for War duty
3 for Jui Jutsu training

Of these, I propose to replace the 3 Jui Jutsu Instructors and one of the War Inspectors by Sub Inspectors on Rs.40 (according to the proposed scale of pay). This will leave only 5 Inspectors of the last class on Rs.60 each, against the temporary scale of Rs.40 each, resulting in an increase of Rs.5 x 20 or Rs.100 per mensem.

HORSE ALLOWANCE

The Inspectors are now ordinarily given a horse allowance of Rs.15 which is quite insufficient for the maintenance of a horse in these days of high prices; and the result has been that many of the Inspectors keep either no horses at all or sorry specimens of them. With the slender pay we are paying them it is cruel to expect them to use any portion of it for the maintenance of a horse. Mr. Srikantesvara Aiyar has, in the proposals sent up by him to Government, suggested the raising of the horse allowance to Rs.20. This may ordinarily do for moffussil stations; but it is in my opinion quite inadequate for the Cities and the Malnad and other costly stations. I would therefore propose three rates of horse allowances -

Rs.30 for the Cities, Kolar Gold Fields and the Malnad stations and a few of the very costly stations, such as Bowringpet, Davangere &c (Vide list attached. Enc. B)

Rs.25 for District Headquarter stations, semi-Malnad and other costly stations (Vide List attached - Enclosure C)

Rs.20 for the rest.

The special coffee allowance of Rs.50 paid to the Inspectors of Manjarabad, Koppa and Mudiger may be abolished.

Inspectors in the Cities, and Kolar Gold Fields, as also Head Quarter Inspectors may, in special cases, be individually permitted (as is the rule at present) by the Inspector General to maintain a bicycle instead of a horse; and when so permitted they may draw a cycle allowance of half the amount of the horse allowance.

The above proposals, if approved, will result in an increase of Rs.595 per mensem, or Rs.7,140 per annum as shown below -

Present			Proposed		
No.	Rate	Total per mensem	No.	Rate	Total per mensem
27	20	540	39	30	1,170
76	15	1,140	21	25	525
			43	20	860
103		1,680	103		2,555
Coffee allowance of Rs.50 each to 3 Inspectors		150	Cycle allowance of Rs.10 each to 2 Inspectors in Chief Office who do not now get any allowance		20
103		1,830	105		2,575
			Savings anticipated by substitution of of cycle for horse allowance		150
					2,425

NOTE - 15 Inspectors do not get allowances - 10 Prosecuting Inspectors, 2 in Chief Office, 2 C.I.D. (they get special allowances) and 1 of B - N Railway.

Increase, Rs.595 per mensem, or Rs.7,140 per annum.

III SUB INSPECTORS

Mr. Srikantesvara Aiyar has proposed the entire replacement of the present Jamedars by Sub Inspectors whose pay has been fixed by him at Rs. 30 and 40. In Madras, the minimum pay of a Sub Inspector is Rs.50; and considering the large powers with which he is vested in the investigation of cases for which he is primarily ----

responsible, it is necessary to fix his pay at a figure which will attract duly qualified men to the place and keep them above temptations. I think that the pay of the Sub Inspector should therefore be not less than Rs.40, and would accordingly propose to have only one grade on Rs.40, instead of two grades on Rs.40 and Rs.30 respectively as suggested by Mr. Srikantesvara Aiyar.

The replacement of the Jamedars by Sub Inspectors cannot be effected all at once, as most of our present Jamedars are not fit for appointment as Sub Inspectors, and they cannot be simultaneously thrown out and replaced by competent Sub Inspectors. I therefore propose to increase the number of Sub Inspectors for the ~~next~~ current year from 12 to 40 and then gradually raise the number at the rate of not more than 20 every year, as vacancies occur among the Jamedars or as competent men among them become available for promotion. I would also propose that provision be made for 6 Probationery Sub Inspectors on a pay of Rs.25 per mensem.

As the number of Jamedars is reduced by the appointment of Sub Inspectors, there will be a corresponding reduction in the last grade Jamedari on Rs.20, the number on Rs.25 being kept at the present figure till all those on Rs.20 are absorbed.

The existing and proposed scales are shown below -

Present				Proposed (Final Scheme)			
Sub Inspectors	12	on Rs.30	360	Sub Inspectors	229	on Rs.40	9,160
Jamedars	94	25	2,350	Prof. do	6	25	150
do	123	20	2,460				
	229		5,170		235		9,310

Increase per mensem Rs. 4,140
,, per annum Rs. 49,680

Proposed for 1917-18

Sub Inspectors	40	on Rs.40	1,600
Prof. do	6	25	150
Jamedars	94	25	2,350
do	95	20	1,900
	235		6,000

Increase per mensem Rs. 830
do per annum Rs. 9,960

The ultimate additional cost will be Rs.49,680 per annum. Of this only Rs.9,960 will be required for the current year, and there will be a steady increase of Rs.4,800 annually for the next five years, and Rs.3,600 for five years thereafter until the full maximum is reached.

If Mr. Srikantesvara Aiyar's scheme of having two grades of Sub Inspectors on Rs.30 and 40 be adopted, the ultimate total additional cost will amount to only Rs.30,600 per annum, as shown below -

For 70	Sub Inspectors at	40	Rs. 2,800
159	do	30	4,770
229			7,570
Add 6	Prof. Sub Inspectors at	25	150
			7,720
	Deduct present cost		5,170
	Excess per mensem		Rs. 2,550
	do per annum		Rs. 30,600

The immediate additional cost for the current year will also be reduced by about Rs.280 per mensem or Rs.3,360 per annum (as 28 only of the total number of 40 Sub Inspectors to be entertained during the year may be then placed in the 30 Rs. class) and will therefore amount to only Rs.6,600.

HORSE ALLOWANCE

The present Sub Inspectors and Jamedars are

given respectively a horse allowance of Rs.12 and Rs.8 in the Maidan and Rs.16 and Rs.12 in the Malnad. These officers generally maintain small-sized ponies or tats; but even then the allowance given therefor is quite inadequate for their maintenance I would therefore propose to raise the horse allowance of Sub Inspectors to Rs.15 in the moffusil and less costly places and to Rs.20 in the District Head Quarters, Malnad and the costlier stations. In the case of Jamedars, the allowance may be fixed at Rs.15 and 12 respectively, those stationed on the Kolar Gold Fields, in the Cities and Head Quarter Towns being given a cycle allowance at half the above rates in lieu of horse allowance when they are permitted by the Inspector General to maintain a cycle instead of a horse. The additional cost under this head will amount to about Rs.9,000 as shown below -

			Per month
To 10	Sub Inspectors at	20	200
90	do and Jamedars at	15	1,350
57	Jamedars ,,	12	684
16	do ,,	8	128
56	do ,,	6	336
			2,698
	Deduct present H.A.		1,953
	Excess per mensem		745
	do per annum		8,940

IV DUFFEDARS AND SERGEANTS

These correspond to Head Constables in British India, whose pay ranges from Rs.16 to Rs.25. We now have 3 grades of Duffedars and Sergeants with pay at Rs.12, 14 and 16. It is proposed by Mr. Srikantesvara Aiyar to raise their scale to Rs.14, 16 and 20. As it is proposed to raise the maximum pay of the constables to Rs.12, it is necessary that the Duffedar should start on at least Rs.14. The total additional cost involved in the proposal,

will be Rs.582 per mensem or Rs.6,984 per annum, as shown below -

Present			Proposed		
No.	Pay	Total	No.	Pay	Total
133	16	2,128	34	20	680
154	14	2,156	136	16	2,176
213	12	2,556	330	14	4,620
500		6,840	500		7,476

Increase Rs.636
Deduct savings in allowance as proposed by Mr. Srikantesvara Aiyar 54

Net increase Rs.582 per mensem, or Rs.6,984 per annum.

As it may not be desirable to give full effect to the scheme at once ~~with~~ until the last class of Jamedars on Rs.20 is eliminated, the immediate additional cost for the current year is not likely to exceed Rs.5,000.

V. CONSTABLES

The present scale of pay is Rs.8 and 9 in the Districts and Rs.8, 9, 10 and 11 in the Cities of Bangalore and Mysore. On the Kolar Gold Fields and

in the Bowringpet Town, the men are paid only Rs. 8 and 9, but they get an additional local allowance of Rs.4 each. It is found impossible to get recruits of the right kind in the Districts on the present low scale of pay, and in consequence we have to be satisfied with any uneducated and undesirable man we could get. Even then, from 6 to 12 per cent of the Force is vacant in the several Districts. It is therefore of the utmost urgency and importance that the pay of the constabulary should be increased so as to attract men of the right stamp to the place. Mr. Srikantesvara Aiyar has proposed to fix the pay at 9 to 12 for the Cities, and Rs.8 to 11 for the Districts; and I do not think that this is too much. I would propose that in addition to the above, the constables in costly stations like Davangere etc be paid a local allowance of one rupee each. The men on the Kolar Gold Fields and in the C.I.D. may be given the same scale of pay as in the Cities with a local allowance of Rs.3 each instead of Rs.4 and Rs.5 respectively as at present. The local allowance of the men in Bowringpet Town may be reduced from Rs.4 to Rs.2 as they will get a higher scale of pay in the new scheme. The existing malnad and other special and local allowances to constables may be as at present.

The pay of the constables may be regulated as follows -

Rs. 8 in Districts 9 in Cities	On entertainment
9 in Districts 10 in Cities	After 2 years, during which the recruit must pass from the P.T.S.
10 in Districts 11 in Cities	After 7 years of service
11 in Districts 12 in Cities	After 15 years of service.

In respect of the men already in service,

i. those on Rs.8 to be given Rs.9 if they have put in an approved service of 3 years.

ii. those on Rs.9 to be given Rs.10 if they are literate and have put in 8 years' service.

iii. those on Rs.10 to be given Rs.11 if they have put in 15 years' service.

Similar conditions to be made applicable mutatis mutandis to the constables of the Cities also

The increase in expenditure which the above proposals will entail will be about Rs.72,414 per annum, as detailed below -

Present			Proposed			
No.	Pay	Total	No.	Pay	Average Rate	Total
116	11	1,243	797 (Cities, K.G.F. C.I.D.)	9-1-12	10.5	8,368½
146	10	1,460				
1,203	9	10,827				
3,561	8	28,488	4,226	8-1-11	9.5	40,147
10	6	60				
5,033		42,307	5,023			48,515½
	x			x		100
			Extra allowance to about 100 men at 1/			
						48,615½
			Deduct savings in allowances of men on Kolar Gold Fields, in Bowringpet Town and C.I.D.			274
			Net cost per month		Rs.	48,341½
			Net increase per mensem		Rs.	6,034½
			do	per annum		72,414

x The exact number will have to be determined later in consultation with the Deputy Commissioners. But it is not likely to exceed 100.

All this expenditure will however not be required immediately, as most of the men are now drawing only Rs.8 and Rs.9; and these will not get a promotion unless they have put in 3 and 8 years of service respectively, and in the case of the latter unless they are also literate. The total number that would get an immediate increase of pay under these arrangements is not expected to be more than 2,000

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so that the cost for the current year will not exceed Rs.30,000. This will go on gradually increasing till it reaches the maximum of Rs.72,414, which will be in about 10 years time.

A progressive scale of pay may perhaps be considered as open to financial objections; but it is not a novel one as I understand it is in force in the Civil and Military Station as well as in British India, and is based on the report of the Police Commission. (Vide extract attached - Enclosure). I would therefore strongly advocate its adoption in respect of the constables as being more suited to them than the fixed pay system, as any one entering service on Rs.8 can feel assured that provided he behaves well and gets no black marks, he can retire on the maximum pay of the place at the end of his service. If, however, the progressive scale does not meet with the approval of Government, I would fix the number in each class as follows-

i. For Cities - The number of men on Rs.9, 10, 11 and 12 to be in the ratio of 1:2:2:1. This will give an average of Rs.10/8 per man.

ii. For the Districts - The number on Rs.8, 9, 10 and 11 to be in the same ratio, i.e., 1:2:2:1. This will give an average of Rs. 9/8 per man.

I have proposed a comparatively smaller percentage in the last class as it is only in this class that desertions are more common and it is therefore necessary to provide for a man entering in it getting his next promotion as quickly as possible, to induce him to remain in the Force.

The total cost involved in these proposals will be the same as that under the increment system, as the average pay of the men works out the same in both.

In giving effect to the above scale of pay the following procedure may be adopted -

i. All the men on Rs.8 in the Cities, Kolar Gold Fields and the C.I.D. to be given Rs. 9 at once.

ii. Until all the vacancies are filled up, no constable to be promoted from one class to another until he has put in 3 years' service in that class.

iii. No constable to be ordinarily started in any class other than the last. Exceptions in individual cases to be reported to the Inspector General and sanction obtained.

iv. Only literate men to be eligible to Rs.11 and upwards in Cities, and Rs.10 and upwards in Districts.

The additional number of men that will immediately get a promotion of one rupee under this arrangement ~~xxx~~ is, as already stated, not likely to exceed 2,500 and the additional cost may not therefore amount to more than Rs.30,000 during the first year. This figure will go on increasing gradually till the full prescribed scale is reached in about 5 years.

VI POLICE TRAINING SCHOOL

The present staff of the Police Training Schoc consists of

1	Principal	on Rs.200 plus	20
1	Inspector	150	20
1	do	100	20
1	do	70	20
1	Sub Inspector	30	12
1	Jamedar	25	10

The number of men trained in the School annually is approximately, 12 in the Inspectors' class, 30 in the S.H.O. classes and 200 in the Constables class. The course of the Inspectors' and the S.H.O. classes is for a year, while that of the Constables' class extends only for six months, so that 2 batches of constables are annually trained at about 100 at a time.

For reasons explained by Mr. Srikanteswara Aiyar in his letter No. C.241 dated the 1st April 1914, I think that if the School is to be maintained at a high standard of efficiency, it is very necessary that it should be placed under an officer of the grade of a Superintendent or an Assistant Superintendent of Police, with a local allowance of Rs.50.

As regards the instructors, instead of a separate scale of pay for any of them, it is desirable to select all of them from among the Inspectors, and in order to induce the law graduates and other good officers among them to work with zeal and devotion, we must grant them a suitable local allowance, which I would fix at Rs.40 for Inspectors and Rs.25 for Sub Inspectors. The special instructor on Rs.150 will then be merged in the cadre of Inspectors whose number will be increased by one for the purpose. The Jamedar will be replaced by a Sub Inspector.

We have now got a Shorthand instructor on Rs.25 for the School; but he is quite useless. It is impossible to get a competent man for anything less than Rs.50. I would therefore propose the appointment of a qualified instructor on Rs.50-5-75 and make shorthand compulsory for Inspectors. Similarly I would make Photography also compulsory and pay an allowance of Rs.25 per mensem to a qualified instructor.

No ppovision is now made to train the recruits in equitation. As this is a very necessary qualification for Inspectors, I would, as proposed by Mr. Srikanteswara Aiyar, have a Riding class opened at an expenditure of about Rs.130, required

for the maintenance of 4 horses with a Riding Master.

The present accommodation for the School and the Hostel attached to it is found quite inadequate and it is absolutely necessary that 2 or 3 more houses should be taken up, if possible, in the vicinity until a separate block of buildings for the School is constructed by Government. For this purpose, an increase of about Rs.80 per mensem in the provision for house rent is necessary.

The total additional cost which will be entaile by these proposals amounts to Rs.6,030 per annum as detailed below -

Increase of pay and allowance to Principal		100
do of allowance to 3 Inspectors and 2 Sub Inspectors		80
do of pay of Shorthand Instructor		37½
Allowance to Photography Instructor		25
Riding School		180
House rent for additional accommodation		80
Increase per mensem	Rs.	502½
do per annum	Rs.	6,030

ADDITIONAL SCHOOL FOR CONSTABLES

At present we can train only 200 constables a year in the School, whereas our requirements are for about 400 constables every year, this being the number of men newly recruited annually. It is therefore necessary either to provide accommodation for another 200 men in the present School or open another school in some other convenient centre for the purpose. If this is approved, the cost of the additional school will be about Rs.7,000 per annum, as detailed below-

1 Inspector on Rs.100 plus 40		140
2 Sub Inspectors on 40 plus 25		135
4 Drill Instructors on 16 to 20		75
1 clerk on 20		20
2 peons on 9		18
Allowance to constables and other incidental charges		200
Total per mensem	Rs.	583
do per annum	Rs.	6,996

This may however be deferred for the present and taken up for the next year by which time detailed proposals will be submitted for the orders of Government.

VII DISTRICT POLICE OFFICES

In paragraph 11 of his letter No.1165/112 dated the 1st September 1916, Mr. Srikantesvara Aiyar has dealt with the necessity for increasing the staff in the District Police Offices, as well as their pay. The extra cost of his proposals amounts to Rs.12,000 per annum. I have discussed the subject with the Superintendents and as agreed to by them, I propose to restrict the additional expenditure, for the present, to Rs.6,780 per annum, as detailed below -

Present				Proposed			
9	Head Munshis	on Rs.40	360	9	Head Clerks	on Rs. 50	450
10	Munshis	30	300	2	Clerks	40	80
6	do	25	150	10	do	35	350
4	do	20	80	10	do	30	300
8	do	15	120	11	do	25	275
				6	do	20	120
37			1,010	48			1,575

Increased cost per mensem Rs. 565
do per annum Rs.6,780

The increased expenditure is due to

i. the raising of the pay of Head Munshis from Rs. 40 to Rs.50;
ii. the additional staff required for the offices of some of the Superintendents to satisfactorily cope with the work;
iii. the raising of the minimum pay of the clerks to Rs.20.

VIII. FINGER PRINT BUREAU AND C.I.D.

Against an additional expenditure of Rs.5,880 per annum proposed by Mr. Srikantesvara Aiyar under these heads (Vide para 8 of his letter), I shall be satisfied for the present with an additional staff of one Sub Inspector and a clerk for the Finger Print Bureau and one Sub Inspector for the C.I.D., at a cost of Rs.1,860, as shown below -

2 Sub Inspectors at 40 plus 20	120
1 clerk on Rs.35	35
Cost per mensem	Rs.155

IX IMPROVEMENT OF OOKAD TOTIES

In paragraph 13 of his letter of the 1st September 1916, Mr. Srikantesvara Aiyar has proposed to raise the pay of the Ookad Toties from Rs. 2 to

Rs.3 in the maidan and to Rs.4 in the malnad, and has estimated the extra expenditure which this will entail at Rs.12,000. I quite agree with Mr. Srikantesvara Aiyar about the necessity for the increased remuneration proposed by him for this useful class of public servants. I think however - and in this, most of the Police Superintendents whom I consulted agree - that it should be possible to effect a considerable saving by the abolition of some of the existing ockads, and that an additional sum of not more than Rs.6,000 will be sufficient under this head.

X. CHIEF OFFICE STORES. The Stores of the Police Department to the value of nearly half a lakh of rupees are now left in the charge of a Store-keeper on a small pay of Rs.35-3-50. Considering the risks and the heavy responsibility involved in the work, it is necessary to place a reliable officer of some status in charge of it. I would therefore propose the addition to the cadre of Inspectors of an officer on Rs.150 for the charge of the Stores, with an allowance of Rs.30.

XI. BUILDINGS. The proposals contained in the preceding paragraphs relate to permanent recurring charges which have to be provided for in the Police Budget. Besides this, we require, as pointed out in paragraph 12 of Mr. Srikantesvara Aiyar's letter, a liberal provision under the Public Works Budget for the urgent buildings - Stations and Lines - required for the Department. The requirements under this head are estimated at about 24 lakhs of rupees, and an annual provision of about 2½ lakhs of rupees for about 10 years will enable us to satisfy the

urgent and necessary requirements of the Department.

A short summary of the proposals with the ultimate additional expenditure which they entail as also the additional cost required for the first year is hereto attached.

J. C. Sharma

Offg. Inspector General of Police.

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I SUPERINTENDENTS

i. Cadre to be made separate. Pay to be same as that of the Assistant Commissioners, i.e., 250-50/3-450. Two or at least one place on Rs.500-50-600 (corresponding to Senior Assistant Commissioner) to be reserved for the Superintendents.

ii. If cadre cannot be made separate, an allowance of Rs.50 to be given to the Superintendents to induce tried men to join and remain in the Department.

iii. At least one-third of the vacancies to be filled up by the promotion of Inspectors.

II INSPECTORS

i. Minimum pay to be raised from Rs.40 to Rs. 60.

ii. In the higher grades, increment system to be replaced by appointments on fixed pay, except in cases of the Special Reserve Inspector and Sub Inspector.

iii. Vacancies among Inspectors to be filled up as follows -

(a) Not less than one-third by promoting competent men among Sub Inspectors.

(b) The rest by direct recruitment. Recruits selected for Inspectors' places should be graduates. In the case of members of backward communities, if no graduates are available among them, Under graduates may be selected. The men selected to be on probation for two years, during which period they should pass the Local Service Criminal Higher examination, and also the prescribed test from the Police Training School, including Equitation and Shorthand, and undergo some training in practical work.

iv. The Probationers to be paid Rs.40 in the first year and Rs.50 in the second and subsequent years till they are appointed to vacancies among Inspectors. There are to be not more than 6 Probationery Inspectors at a time,

in excess of the sanctioned scale
~~who will be outside the cadre~~ of Inspectors till they are confirmed as Inspectors.

v. In applying the proposed new scale to the existing men, the following procedure to be adopted -

(a) Only those on Rs.40 and 50 who are found fit by character and capacity to be placed in the new scale ~~and~~ and given the benefit of it. The rest to continue on their present pay or to be graded with Sub Inspectors until they are provided for elsewhere or prove themselves fit to be placed in the new scale.

(b) Until all the grades are filled up, no officer drawing Rs.60 and upwards to be ordinarily given more than one grade promotion at once, or to be promoted from one grade to another until he has put in two years' service in it.

vi. Horse allowances of Inspectors to be fixed at Rs.30, 25, 20 according to the locality. Inspectors in Cities as also Head Quarter Inspectors etc to be permitted to exchange their horse allowances for cycle allowances at half the rates.

III SUB INSPECTORS AND JAMEDARS

i. All Jamedars to be gradually replaced by Sub Inspectors at the rate of about 20 every year.

ii. Pay of Sub Inspectors to be fixed at Rs.40 plus horse allowance of Rs.20 ~~xxx~~ or Rs.15 according to the locality.

iii. Recruitment of Sub Inspectors to be as follows -

(a) Not less than one-third from among the Duffedars and Sergeants.

(b) Rest by direct recruitment. Men directly

recruited should be Matriculates or have passed the S.S.L.C. In the case of men of backward communities, Lower Secondary in English to be the minimum qualification required if S.S.L.C. men or Matriculates are not available among them. The selection of men below the Matriculation or S.S.L.C. standard should be resorted to however only in exceptional cases, as considering the nature of the work to be done by these officers and the knowledge of law required of them it is very desirable that they should have received a fair amount of general education.

(c) Men directly recruited to be ordinarily on probation for not less than one year during which period they should pass the Criminal Lower examination and also the prescribed test from the Police Training School. Their pay during the probationery period may be fixed at Rs.25 per mensem.

(d) The number pf Probationery Sub Inspectors (in excess of the sanctioned scale of Sub Inspectors) not to exceed 6 at a time.

iv. Horse allowance of Jamedars to be increased to Rs.12 or 15, till they are replaced by Sub Inspectors.

IV DUFFEDARS AND SERGEANTS

i. Pay to be raised to Rs.14, 16 and 20, from Rs.12, 14 and 16, respectively.

ii. Recruitment to be as follows -

(a) Not less than one-third by promoting competent constables.

(b) Rest by direct recruitment. Recruits must have passed at least the Lower Secondary Examination in English or Kannada and should undergo a satisfactory training in the P.T.S. ~~in the S. [illegible]~~ before being confirmed.

V CONSTABLES

i. Pay to be fixed as follows -

Either (a)

	Districts	Cities
On recruitment	8	9
After 2 years' service during which recruit must pass from P.T.S.	9	10
After another 5 years	10	11
After another 8 years	11	12

or (b)

The total number of men in each of the 4 classes on Rs.8, 9, 10 and 11 in the Districts and on Rs.9, 10, 11 and 12 in the Cities respectively to be in the ratio of 1:2:2:1.

ii. Only literate men to be entitled to a pay of Rs.10 and 11 in Districts and of 11 and 12 in Cities.

iii. A local allowance of one rupee to be given to men in costly places such as Davangere etc.

iv. In Kolar Gold Fields and in Bowringpet Town the same scale of pay as in Cities and in Districts respectively to be fixed. But the present local allowances of Rs.4 to be reduced to Rs.3 on the Fields and Rs.2 in Bowringpet. The C.I.D. men to be given the same scale as that in Cities with a local allowance of Rs.3 instead of Rs.5 as at present.

v. The existing malnad and other allowances to continue as at present.

VI POLICE TRAINING SCHOOL

i. The Principal to be of the Superintendent's grade with a local allowance of Rs.50.

ii. The teaching staff of Inspectors and Sub Inspectors to be given a local allowance of Rs.40 and Rs.25 respectively.

iii. Qualified instructors to be appointed for Shorthand and Photography so that these subjects may be made compulsory in the Inspectors' class.

iv. Arrangement to be made for training in Equitation.

v. An additional school to be opened for constables in another convenient centre.

VII DISTRICT POLICE OFFICES

i. Pay of the Head Munshis to be raised to Rs. 50.

ii. Minimum pay of a clerk to be Rs.20.

iii. Number of clerks to be increased in offices where work is heavy.

VIII. FINGER PRINT BUREAU AND C.I.D.

An additional Sub Inspector and a clerk for the Finger Print Bureau, and an additional Sub Inspector for the C.I.D. to be entertained.

IX OOKAD TOTIES

Pay to be raised from Rs.2 to Rs.3 in Maidan and to Rs.4 in the Malnad.

Number of Ookads to be reduced by the abolition of those at places where they are not quite needed.

X CHIEF OFFICE STORES

An officer on Rs.150 plus 30 to be added to the cadre of Inspectors for the charge of the Stores.

Offg. Inspector General of Police.

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INCREASED COST

	Items	Ultimately Rs.	Immediately in 1917-18 Rs.	
I	Superintendents	-	-	
II	Inspectors - Pay	28,200	12,000	
	Horse allowance	7,140	7,140	
	do Temporary	100	100	
		x	x	x
III	Sub Inspectors - Pay	49,680	9,960	These figures will be reduced to Rs.30,600 and 6,600 respectively if Mr. Srikantesvara Aiyar's scheme of ~~classes~~ on Rs.30 & 40 is preferred by Government.
	Horse allowance	23,784	8,940	
IV	Duffedars	6,984	5,000	
V	Constables	72,414	30,000	
VI	Police Training School	6,030	6,030	
	Additional School	7,000	-	
VII	District Police Offices	6,780	6,780	
VIII	Finger Print Bureau & C.I.D.	1,860	1,860	
IX	Ookad Toties	6,000	6,000	
X	Chief Office Stores	2,160	2,160	
	TOTAL	2,18,132	95,970	
		or		
		1,99,052	92,610	if Mr. Srikantesvara Aiyar's scheme about ~~pay~~ of Sub Inspector be adopted.

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Enclosure A

Comparative statement of cost of Inspectorate

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	Existing	
2	on 175-5-200	375
5	125-10-275	750
1	150	150
1	100-10-150	125
10	100	1,000
1	75-5-100	87½
10	80	800
11	70	770
12	60	720
25	50	1,250
40	40	1,600
118		7,627½

	Mr. Srikantesvara Aiyar's scheme	
4	on Rs. 175-5-200	750
9	125-10-175	1,350
20	100	2,000
30	80	2,400
55	70	3,850
6	Probationers 50	300
124		10,650

Increased cost per mensem Rs. 3,022½

do per annum Rs. 36,270

The present proposals

2	on 200	400
2	175	350
5	150	750
5	125	625
1	100-10-150	125
15	100	1,500
1	75-5-100	87½
20	80	1,600
25	70	1,750
42	60	2,520
6	Probation 40-10-50	270
124		9,977½

Increased cost per mensem Rs. 2,350

do per annum Rs. 28,200

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Enclosure
B

Stations at which the horse allowance of Inspectors is proposed to be fixed at Rs.30

1	2	
Bangalore	Chief Office, Finger Prints	1
3	Special Reserve	2
4	Bangalore City	4
	Head Quarter and Taluk Inspectors	2
Kolar	Kolar Gold Fields and Bowringpet	12
Mysore	Mysore City	4
	Head Quarter and Taluk Inspectors	2
	Yedatore and Hunsur	2
Hassan	Saklespur	1
Kadur	Head Quarter and Taluk Inspectors at Chikmagalur	2
	Koppa and Mudigere	2
Shimoga	Sagar, Nagar and Thirthahalli	3
Chitaldrug	Davangere and Harihar	2
		39

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Enclosure 'C'

Stations at which the horse allowance of Inspectors is proposed to be fixed at Rs.25

Bangalore	Kankanhalli	1
Kolar	Head Quarter and Taluk Inspectors	2
	Chikballapur	1
Tumkur	Head Quarter and Taluk Inspectors and Tiptur	3
Mysore	Heggadadevankote	1
Hassan	Head Quarter and Taluk Inspectors, Belur and Arsikere	4
Kadur	Kadur and Tarikere	2
Shimoga	Head Quarter and Taluk Inspectors, Shikarpur and Sorab	4
Chitaldrug.	Head Quarter and Taluk Inspectors	2
French Rocks	Seringapatam	1
		21

Enclosure D

Extract from Indian Police Commission Report regarding pay of Constables

"The great object is to induce men to remain in the Police by giving them definite hopes of some increase in emoluments if their service is approved. The grade system of promotion does not secure this; it is uncertain in its operation; and this uncertainty is fatal in the case of men on such low pay. The first increase of pay also comes too late, and resignations in the first years of service are very numerous. The Commission would, therefore, recommend that to the minimum fixed as above there should be added one rupee per mensem after three years of approved service from date of recruitment, and another rupee after five years more of approved service from date of the first increase. This would tend to keep men in the service for at least eight years; and after that their claim to pension and their hopes of promotion to the head constable class would probably be strong enough inducements to remain; but it would undoubtedly make the Police service more popular to offer another increase of one rupee at the end of seven years more (i.e. a total of fifteen years) of approved service, and the Commission recommend this".

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A P P E N D I X.

Statement showing the extra expenditure sanctioned in connection with the Police Re-organisation Scheme.

I N S P E C T O R S.

Existing.		Sanctioned.	
2 on Rs. 175-5-200	375	2 on Rs. 200	400
5 on Rs. 125-10-175	750	2 on Rs. 175	350
1 on Rs. 150	150	7 on Rs. 150	1050
1 on Rs. 100-10-150	125	5 on Rs. 125	625
10 on Rs. 100	1000	15 on Rs. 100	1500
1 on Rs. 75-5-100	87½	21 on Rs. 80	1680
10 on Rs. 80	800	25 on Rs. 70	1750
11 on Rs. 70	770	42 on Rs. 60	2520
12 on Rs. 60	720		
25 on Rs. 50	1250	6 Probationers on Rs. 40-10-50	270
40 on Rs. 40	1600		
118 Total	Rs. 7627½ per mensem.	125	Total. 10145 per mensem
		Increase Rs 2517½ per mensem, or	
		" 30204 per annum	
	Increase in horse-allowance.	" 8250	"
		Total Rs.	39454.

TD/6.

Sub Inspectors.

					Rupees.
Sub Inspectors	12 on Rs.30	360	76 on Rs.50) 153 on Rs.40)		10220
Jamadars.	94 on Rs.25	2350	Probationers 6 on Rs.25.		150
Jamadars.	123 on Rs. 20.	2460.			
Total	229	Rs. 5170 per mensem	Total	235	10370 Rs per mensem.

Increase Rs.5200 per mensem
or 62400 per annum.

Horse allowance to Sub Inspectors at Rs.15/- or Rs.20. Rs.23784 per annum.

Total 86184 per annum.

Dafadars and Sergeants.

Existing.		Sanctioned.	
133 on Rs.16	Rs.2128	170 on Rs.18	Rs.3060.
154 on Rs.14.	Rs.2156	330 on Rs.15	Rs.4950.
213 on Rs.12	Rs.2556.		
Total 500	Rs.6840.	500	Rs.8010.

Increase Rs.1170 per mensem.
or Rs.14040 per annum.

Local allowance 936 per annum.

Total Rs. 14976 per annum.

Constables.

113 on Rs.11	Rs. 1243.	On entertainment	Rs.8.
146 on Rs.10	Rs.1460.	After 2 years' service	Rs.9.
1203 on Rs.9	Rs.10827.	After 7 years' service	Rs.10.
3561 on Rs.8	Rs.28488.	After 15 years' "	Rs.11.
Total 5033.	Rs.42078	Increase Rs.573$5\frac{1}{2}$ per mensem, or Rs.68826 per annum.	

Local allowance of one rupee to 567 constables of the Bangalore and Mysore Cities. Rs 6804 "

Total Rs. 75630 per annum.

9

Police Training School.

Existing.		Sanctioned.	
1. Principal on Rs.200	Rs.200	1 Principal (an Assistant Commissioner) on Rs.300 + 50.	
1. Inspector on Rs.150	" 150	1 Inspector on Rs.150	Rs.150.
1 Inspector on Rs.100	" 100	1 Inspector on Rs.100	" 100.
1 Inspector on Rs. 70	" 70	1 Inspector on Rs. 70	" 70.
1 Sub Inspector on Rs.30	" 30	2 Sub Inspectors on Rs.40 each. ..	" 80.
H.A. to 3 Inspectors at Rs.20.	" 60	H.A. to 3 Inspectors at Rs.20.	" 60.
H.A. to Sub Inspector	" 12	H.A. to 2 Sub Inspectors at Rs.15.	" 30.
1 Jamadar.	" 25	Local allowance to 3 Inspectors @ 40.	" 120.
H.A. to Jamadar.	" 8		
3 Drill Instructors on Rs.16.	" 48	Local allowance to 2 Sub Inspectors at - Rs.25.	" 50.
1 Survey Instructor ~~on 40~~	" 45		
1 Gymnastic Instructor on Rs.~~25~~.16.	" 16	3 Drill Instructors at Rs.16.	" 48.
1 Shorthand Instructor on Rs.25.	" 25	1 Survey Teacher ~~on Rs.45~~.	" 45.
1 Clerk on Rs. 15.	" 15.	1 Gymnastic Instructor on Rs.16.	" 16.
Allowance to Special Reserve Inspector.	" 30	1 Shorthand Instructor on Rs.50-5-75.	" 68 $\frac{3}{4}$
1 Sweeper on Rs. 7	" 7	Allowance to Instructor in Photography.	" 25
1 Peon on Rs. 8.	" 8		
1 Scavenger on Rs. 7.	" 7	1 Clerk on Rs.15.	" 15
		Allowance to Special Reserve Inspector.	" 30
		1 Sweeper on Rs. 7	" 7
		1 Peon on Rs. 8.	" 8
		1 Scavenger on Rs.7	" 7
Total	" 856	Total	" 1279$\frac{3}{4}$

Increase Rs.423$\frac{3}{4}$ per mensem or Rs.5085 per annum.

TMK6.

10

District Police Offices.

Existing.	Sanctioned.
Rs. 11,580	Rs. 18,360.
	increase " 6,780, per ~~month.~~ annum.

Ookad Toties.

Existing.	Sanctioned.
Rs. 19,752 per annum	Rs. 25,752 per annum.
	increase " 6,000 "

Total extra expenditure per annum.

Inspectors	Rs.	38,454
Sub-Inspectors	"	86,184
Defadars and Sargents.	"	14,976
Constables	"	75,630
Police Training School ~~R. T. S.~~	"	5,085
District Police offices	"	6,780
Ookad Toties	"	6,000
	"	2, 33,109, Per annum.

TD.6.

//

No. C.57.

Office of the Inspr-Genl of Police in Mysore,

Dated Camp Mysore, 24th October 1917.

From

K. R. Srinivasiengar, Esqr., M.A.,

Offg. Inspector General of Police in Mysore.

To

C. S. Balasundaramiyer, Esqr., B.A.,

Chief Secretary to the Government of

His Highness the Maharaja of Mysore.

Sir,

In continuation of my letter No.424/23 dated the 21st July 1917, forwarding a Note on the Reorganization of the Police I have the honour to forward herewith an extract from paragraph of the Police Administration Report of the Madras Presidency for the year 1916, wherefrom it will be seen that the initial pay of the constabulary in the Presidency has been recently raised to Rs.9½ in some areas and Rs.10 in the others, and yet it is complained that "this enhancement of pay ..... had little or no effect in facilitating recruitment". It will be seen that my proposals compared to the scale of pay sanctioned for Madras are very modest, and I beg that Government may be pleased to accord early sanction to them, as further delay would tend to accentuate the difficulties of recruitment for the large number of vacancies among the constabulary.

I have the honour to be,

Sir,

Your most obedient servant,

K R Srinivasiengar

Offg. Inspector General of Police.

W.D. 0241—GPB—6,00,000—19-5-16—S.

From

The Inspector General of Police
in Nepal

To

The Chief Secretary to Government

Dated 24 } October 1917
Despatched 26 }

Received

General No. C 51
No.

Enclosure No. One

Requesting early orders on the proposals in the re-organization of the Police Department.

GEN'L SECRETARIAT III JUDICIAL 29 OCT 1917

Paragraph 2 of the Police Administration Report of the Madras Presidency for the year 1916.

X X X X X

With effect from 1st June 1916 the pay of the mufassal constabulary was revised as follows, with the sanction of the Secretary of State, the grain compensation allowance being withdrawn:-

(1) The pay of head constables was increased from Rs.15, 17½ and 20 to Rs.17, 21 and 25 respectively, in all districts except Ganjam, Vizagapatam, Jeypore, the Nilgiris, South Malabar, North Malabar and South Kanara, in which the pay of third grade head constables was raised to Rs.16;

(2) the initial pay of constables was raised to Rs.9½ in the seven districts named above and to Rs.10 in the remaining districts, the three increments of Re.1 each being given after a service of five, five and seven years, instead of three, seven and seven years respectively;

(3) a local allowance of Re.1 per mensem was sanctioned to constables serving in the towns of Negapatam, Madura nd Tuticorin; &

(4) an advance of Rs.6 was sanctioned to recruits on enlistment, recoverable by monthly instalments of 8 annas.

The pay of the constabulary in Madras City was increased in the previous year, as stated in the last report.

This enhancement of pay, which was really a very small one as the grain compensation allowance was stopped, had little or no effect in facilitating recruitment. The number of vacancies in the constabulary at the end of the year was 1,127 which was only slightly less than that at the beginning of the year. The number has since increased. There has been no appreciable improvement in the quality of the men enlisted after the increase was announced. The cost of living all round has increased so considerably and rapidly that what was a living wage at the time proposals for the raising of pay were submitted is now no longer so. The class of man who is wanted for the Police is attracted by the better wages that labour

offers without the irksome restrictions of the Police. The effect of the increase of pay has thus been discounted, and until and unless the pay of constables is brought into a line with the rates obtaining in the market and the pay and prospects of head constables are proportionately improved, the difficulty in securing men of the right stamp will continue to exist. The question of providing for a further enhancement of pay of the constabulary by a reduction of strength and the transfer of some of the duties to the village police or otherwise is receiving my attention, but a condition precedent to the adoption of such a measure is the improvement of the village police both in personnel and numbers. A proposal put forward by Mr. Thomas to divide the constables' rank into two classes, higher and lower, the former to be employed on detective work and the latter on mechanical work such as patrols, guards, etc is also under consideration.

X X X X

Extract.

Offg. Inspector General of Police.

Proceedings of the Government of
H.H.the Maharaja of Mysore.

R e a d : -

Letter No.4376-B & R. 390 dated the 1st/2nd December 1916 from the -- Comptroller to Government, forwarding letter No.1165-112 dated the 1st September 1916 addressed to Government by Mr. C.Srikantesvara Aiyar, B.A., B.L., Inspector General of Police in Mysore, together with the proposition statement received therewith, relating to the re-organisation of the Police Department.

2. Letter No.424-23 dated the 21st July 1917 from Mr. K.R.Srinivasa Iyengar, M.A., Offg. Inspector General of Police in Mysore, submitting a note containing modified proposals in the matter.

Printed with enclosures as annexure.

Order No. 4609-18 Pol 234-15-10
Dated Bangalore 10.5. 1918.

The reorgnisation of the Police -- Department has been engaging the attention of Government for some time past and both Mr. K.R.Srinivasa Iyengar, the present Inspector General of Police, and Dewan Bahadur Rajasabhabhushana C.Srikantesvara Aiyar, his predcessor in office, have submitted detailed proposals

in the matter. The improvement of the morale and efficiency of the force is the chief object in view in this re-organisation, and Government trust -- that the additional expenditure now -- sanctioned will lead to a decided -- improvement all round.

Inspectorate.

(1) Inspectors.

2. It is recommended that the minimum pay of Inspectors should be raised from Rs.40/- to Rs.60/- per mensem, that -- progressive salaries should be abolished except in the cases of Special Reserve Inspector and Special Reserve Sub -- Inspector, that the horse allowance of Inspectors should be fixed at Rs.30, Rs.25 and Rs.20 instead of the existing rates and that not more than six -- Probationers at a time should be entertained on Rs.40-10-50 .

2. To improve the morale of the -- force by the recruitment of candidates with higher educational,social and -- physical qualifications, Government -- consider that the minimum pay of this class of officers requires to be -- substantially raised and are accordingly pleased to fix the minimum pay of -- Inspectors at Rs.60 and to sanction the entertainment of probationers. The incremental system of pay in the -- higher grades is not in accordance with the G.O.No.Fl.6772-821/G.F.154-16-2 dated 24th April 1917, and the appoint-

ments

on fixed pay proposed by the -- Inspector General are sanctioned. The progressive pay in the cases of the -- Special Reserve Inspector and the -- Special Rserve Sub Inspector will also be converted to fixed pay and the -- appointments will not be earmarked for any fixed rate of pay, the holders -- thereof, for the time being, getting the pay of their respective classes. In order to provide for these two places the No. of Inspectors on Rs.150 and -- Rs.80 will each be raised by one and there will in future be two Inspectors for the Special Reserve - one ~~or~~ a -- senior officer and the other a junior on smaller pay. As regards the rates of horse allowance, Government consider that the present rates require some enhancement owing to present conditions and there should be only two rates, viz., Rs.25 and Rs.20 instead of the three proposed . The proposal of the Inspector-General to replace the 9 temporary Inspectors by four temporary Sub Inspectors on Rs.40 each and 5 temporary Inspectors on Rs.60 each is approved.

(2) Sub Inspectors.

~~3~~ The Inspector General of Police is of opinion that Jamadars should be gradually replaced by Sub Inspectors and that there should be only one class of these officers on Rs.40 + Rs.15 or Rs.20 as also six probationers on Rs. 25 per mensem. Government accept these

recommendations and are pleased to -- sanction the same with the modification that instead of only one class there shall be 2 classes of Sub Inspectors — one on Rs.40+15 or 20 and the other on Rs.50+ 15 or 20, the number in each class being fixed in proportion of two to one.

Dafedars and Sergeants.

3. Three grades of these officers on Rs.14, Rs.16 and Rs.20 are proposed but Government consider that it is sufficient to have two grades and are -- accordingly pleased to direct that -- there shall be only two grades of these officers, on Rs.15 and Rs.18, a local allowance of Rs.2 being given to those who are posted to the cities of -- Bangalore and Mysore. The allowances of such of the men in these places as are now drawing a larger sum may be allowed to continue so long as they -- remain in their present posts. The allowances of the men in the Gold Fields will remain unaltered.

Constables.

4. Government have already observed that the existence of a large number of substitutes in the constabulary is not satisfactory. The cost of living has increased and owing to increased activity in other departments of life, it is reported that it has become difficult to enlist proper men. To facilitate recruitment of proper men, the present

rates of pay have to be raised and some scope for promotion has also to be provided.

Mr. Srinivasa Iyengar proposes -- two rates based on a time scale for constables, one for the districts and the other for the cities of Bangalore and Mysore and the Kolar Gold Fields. Government consider it more convenient to have the pay of constables throughout the State uniform, ~~that~~ throughout the State. ~~They there-~~ fore direct that there shall be four -- grades on fixed pay of Rs.8, Rs.9, Rs.10 and Rs.11, the number in the -- several grades being in the proportion of 1 :2 :: 2 : 1. A local allowance of one rupee each per mensem will be given to those attached to the cities of Mysore and Bangalore, the present local allowances attached to the -- Kolar Gold Fields, the C.I.D. and the ~~Bowringpet Town being continued.~~ If on account of special local circumstances it is considered necessary to grant local allowances to constables in other localities, the Inspector General should obtain the special sanction of Government therefor, a list of such places and the special reasons applicable to each being furnished.

They therefore directed that the pay of the constables be fixed as follows:-
On entertainment - Rs.8/-
After two years' Service - 9
After Seven years' Service Rs.10
After fifteen years' Service Rs.11
an allowance of Re.1 per mensem being in addition given to Women employed in the City of Bangalore,
The present L.A. attached to the K.G.F. C.I.D. & the Bowringpet Town will be continued.
1/4

The Police Training School.

5. The Inspector General of Police recommends that to maintain the school at a high standard of efficiency it -- should be placed under an officer of the grade of Superintendent of Police with a local allowance of Rs.50/- per mensem ,

that the instructors should be -- selected from among the Inspectors, that the Jamadar attached to the School should be replaced by a -- Sub Inspector and that a local allowance of Rs.40 each per mensem to Inspectors and Rs.25 per mensem to the Sub Inspector so selected should be given. The appointment of a -- competent Short-hand Instructor on Rs.50-5-75, the payment of an -- allowance of Rs.25 to the Instructor in photography, the opening of an -- equitation class attached to the -- school at a cost of Rs.180 per mensem and the opening of an additional -- school for constables are also recommended. All the proposals except the opening of an additional school and the equitation class commend themselves to Government and are sanctioned. The Inspector General of Police is requested to submit separate and detailed proposals in regard to the opening of an equitation class, for the consideration of Government.

District Police Offices.

6. Owing to the increase of work in the District Police Offices, it is necessary to increase the staff, and to raise the pay of the officials, and Government are pleased to sanction the revision of the establishments at an additional cost of Rs.6780 per annum as proposed by Mr. Srinivasa Iyengar.

Okkad Toties.

7. The proposal to abolish the Okkads where they are unnecessary and to raise the pay of Okkad toties to -- Rs.3/- in the maidan and Rs.4/- in the malnad at an additional expenditure not exceeding Rs.6,000/- per annum is -- sanctioned.

Chief Office Stores.

8. Government are also pleased to -- accord sanction to one Inspector on Rs.150/- with an allowance of Rs.30/- per mensem for the charge of the stores in the Chief office in place of the -- present store-keeper.

General.

9. The principles laid down by Mr. Srinivasa Iyengar for recruitment to the several grades of officers and men as also his proposal to give effect to the scheme gradually are approved. -- Government desire that in recruiting to the several grades, the claims of not only the men in the cities but also of those in the Districts should be duly considered, and that as a rule only -- natives of Mysore by birth or domicile certified as such by a Gazetted Officer of the State should be appointed to the vacancies. Lists of all appointments and of first promotions should also be submitted to Government. The extra -- expenditure (as shown in the appendix) resulting from the above orders during the current year should be met from the

provision

provision of one lakh of rupees made for the purpose, provision for the -- additional charge being made in future budgets.

The Inspector-General of Police is requested to submit a duly verified statement showing the distribution of the Inspectors in the new grades for formal sanction, in due course.

Superintendents of Police.

10 Suggestions regarding the formation of a separate cadre for Superintendents of Police and recruitment -- therefor are reserved for separate -- consideration.

7/3/[illegible]

To Chief Secretary to Govt.

The Inspector General of Police in Mysore.

The Comptroller, Mysore Government, through Branch II.

The Hy. Comm. I &C.

Annexure.

(Here print Mr. Srinivasa Iyengar's Note with enclosures.)

MK.

Appendix.

Statement showing the extra expenditure sanctioned in connection with the Police Re-organisation Scheme.

INSPECTORS.

Existing.		Sanctioned.	
2 on Rs. 175-5-200	375	2 on Rs. 200	.. 400
5 on Rs. 125-10-175	750	2 on Rs. 175	.. 350
1 on Rs. 150	150	7 on Rs. 150	1050
1 on Rs.100-10-150	125	5 on Rs. 125	625
10 on Rs.100	1000	15 on Rs. 100	1500
1 on Rs.75-5-100.	87½	21 on Rs. 80	1680
10 on Rs.80	800	25 on Rs. 70	1750
11 on Rs.70	770	42 on Rs. 60	2520
12 on Rs.60	720		
25 on Rs.50	1250	6 Probationers on Rs.40-10-50	270
40 on Rs.40	1600		
118 Total	Rs.7627½ per mensem.	125 Total.	10145 per mensem.
		Increase	Rs.2517½ per mensem or Rs.30204 per annum.
		Increase in horse-allowance.	Rs. 8250 -do-
		Total Rs.	38454.

Sub Inspectors.

Sub Inspectors	12 on Rs.30	360		76 on Rs. 50 153 on Rs. 40			10220
Jamadars	94 on Rs.25	2350		Probationers 6 on Rs. 25			150
Jamadars	123 on Rs.20	2460					
Total	229	Rs.	5170 per mensem	Total	235		10370 per mensem.

Increase Rs. 5200 per mensem.
or 62400 per annum.

Horse allowance to Sub Inspectors at Rs.15/- or Rs.20 Rs.23784 per annum

Total 86184 per annum.

Dafedars and Sergeants.

Existing.		Sanctioned.	
133 on Rs. 16	Rs. 2128	170 on Rs. 18	Rs.3060
154 on Rs. 14	Rs. 2156	330 on Rs. 15	Rs.4950
213 on Rs. 12	Rs. 2556		
Total 500	Rs.6840	500	Rs.8010

Increased Rs. 1170 per mensem.
or Rs.14040 per annum.

Local allowance 936 per annum.

Total Rs.14976 per annum.

Constables.

113 on Rs.11	Rs. 1243	839 on Rs.11	Rs.9229
146 on Rs.10	Rs. 1460	1678 on Rs.10	Rs.16780
1203 on Rs. 9	Rs.10827	1678 on Rs. 9	Rs.15102
3561 on Rs. 8	Rs.28488	838 on Rs. 8	Rs.6704
Total 5033	Rs.42078	Total 5033	Rs.47815

Increase Rs.5736 per mensem.
or Rs.68844 per annum.
826

Local allowance of one rupee to 567 constables of the Bangalore and Mysore cities. 6804

Total Rs. ~~75648~~ per annum.
75630

Police Training School.

Existing			Sanctioned		
1. Principal on	Rs. 200	Rs. 200	1 Principal (an Assistant Commissioner) on	Rs. 300+50	
1. Inspector on	Rs. 150	" 150	1 Inspector on	Rs. 150	" 150
1. Inspector on	" 100	" 100	1 Inspector on	" 100	" 100
1. Inspector on	" 70	" 70	1 Inspector on	" 70	" 70
1. Sub Inspector	" 30	" 30	1 Sub Inspectors on	Rs. 40 each	" 80
H.A. to 3 Inspectors at	Rs. 20	" 60	H.A. to 3 Inspectors at	Rs. 20	" 60
H.A. to Sub Inspector		" 12	H.A. to 2 Sub Inspectos at	Rs. 15	" 30
1. Jamadar		" 25	Local allowance to 3 Inspectors @ 40		" 120
H.A. to Jamadar		" 8			
3. Drill Instructors on	Rs. 16	" 48	Local allowance to 2 Sub Inspectors at	Rs. 25	" 50
1. Survey Instructor on	40	" 45	3 Drill Instructors at	Rs. 16	" 48
1. Gymnastic Instructor	Rs. 16	" 16	1 Survey Teacher on	Rs. 45	" 45
1. Shorthand Instructor on	Rs. 25	" 25	1 Gymnastic Instructor on	Rs. 16	" 16
1. Clerk on	Rs. 15	" 15	1 Shorthand Instructor on	Rs. 50-5-75	" 68¾
1. Allowance to Special Reserve Inspector		" 30	Allowance to Instructor in Photography		" 25
1. Sweeper on	Rs. 7	" 7	1 Clerk on	Rs. 15	" 15
1. Peon on	Rs. 8	" 8	Allowance to Special Reserve Instructor		" 30
1. Scavenger on	7	" 7	1 Sweeper on	Rs. 7	" 7
			1 Peon on	Rs. 8	" 8
			1 Scavenger on	Rs. 7	" 7
Total.		" 856	Total.		" 1279¾

Increase Rs. 423¾ per mensem
or Rs. 5085 per annum.

District Police offices.

Existing.	Sanctioned.
Rs. 11,580	Rs. 18,360
	increase " 6,780 per annum.

Ookad Toties.

Existing.	Sanctioned.
Rs. 19,752 per annum	Rs. 25,752 per annum
	increase " 6,000 "

TOTAL EXTRA EXPENDITURE PER ANNUM.

Inspectors.	Rs	38,454
Sub Inspectors	"	86,184
Dafedars and Sergeants		14,976
Constables	"	~~65,346~~ ~~75,648~~ 75,430
P. T. S.	"	5,086
District Police Offices		6,780
Ookad Toties	"	6,000
Total	"	~~333,127~~ Rs 2,33,109 pa

Td.

Proceedings of the Government
of His Highness the Maharaja
of Mysore.

Read: -

Letter No.1370- B & P.330 dated the 1st/2nd December 1916 -- from the Comptroller to Government forwarding letter No.1165-119 dated the 1st September 1916 addressed to Government by Mr. C.Srikantesvara Aiyar, B.A., B.L., Inspector -- General of Police in Mysore, together with the proposition statement received therewith relating to the reorganisation of the Police Department.

2. Letter No.1 dated the 21st July 1917 from Mr. K.R. Srinivasa Iyengar, M.A., I.C.S. Inspector General of Police in Mysore submitting a note containing modified proposals in the matter.

Order No.

Dated Bangalore

It is recommended that progressive salaries should be applied except in the cases of Special Reserve Sub Inspector, that the minimum pay of Inspectors should be raised from Rs.40 to Rs.50 per mensem, that Horse Allowance of Inspector

x. Printed with enclosures as annexure.

Inspectorate.

(i) Inspectors.

Proc[illegible]s of [illegible]t
of His Highness the [illegible]raja
of Mysore.

R e a d : -

Letter No.1376- B & R.390 dated the 1st/2nd December 1918 -- from the Comptroller to Government forwarding letter No.1165-119 dated the 1st September 1918 addressed to Government by Mr. C.Srikantesvara Aiyar, B.A., B.L., Inspector -- General of Police in Mysore, together with the proposition statement received therewith relating to the reorganisation of the Police Department.

2. Letter No.424-28 dated the 21st July 1917 from Mr. K.R. Srinivasa Iyengar, M.A., Offg. Inspector General of Police in Mysore submitting a note containing modified proposals in the matter.

Order No.

Dated Bangalore

x. Printed with enclosures as annexure.

Inspectorate.

(i) Inspectors.

It is recommended that proper [illegible] salaries should be established except in the cases of Special Reserve Inspectors & Spl. Res. Sub Inspector, that the initial pay of Inspectors should be raised from Rs.40 to Rs.60 per mensem, that the horse allowance of Inspectors should

be fixed at Rs.30, Rs.35 and Rs.20 instead of the existing rates and that not more than six Probationers, at a time, should be entertained on Rs.40-10-50.

2. To improve the morale of the force by the recruitment of candidates with higher educational, -- social and physical qualifications, Government consider that the minimum pay of this class of officers -- requires to be substantially raised and are accordingly pleased to fix the minimum pay of Inspectors at Rs.60 and to sanction entertainment of probationers. The increment -- system of pay in the higher grade -- is not in accordance with the G.O. No.FL.6773-821/G.F.151-16-2 dated 24th April 1917, and the appointments on fixed pay proposed by the -- Inspector General are sanctioned. The progressive pay in the cases of of Special Reserve Inspector and the Special Reserve Sub Inspector should also be converted to fixed -- pay and the appointments should not be earmarked for any fixed rates of pay, the holders thereof for the -- time being getting the pay of their respective classes. As regards the rates of horse allowance Government

The no 2 inspectors specified in my confirmatory note (page 3) will have to be increased by 2 on Rs 70/- for Kanara Savantwadi 2 inspectors one for Karkala Rs 70/- & the other for Mysore Ambikai Rs 70/-.

N A para may be added Subscribing my proposal for replacing the 9 temporary inspectors on Rs 40 by 5 inspectors on Rs 60 x 4 Sub Inspectors on Rs 40 (Vide para 4 of my note)

I agree.
The pay of the Special Reserve inspectors & Sub Insps is now reducing Rs 100-10-150 & Rs 75-5-100. Instead of this progressive scale the no 2 inspectors pay is fixed on Rs 150/- & Rs 80/- Each to increase by one. Hence no 2 inspectors for the Special Reserve are getting a suitable increase on smaller pay.

consider that the present rates require some enhancement owing to present conditions and there should be only two rates, viz, Rs.25 and Rs.[illegible], instead of the three proposed.

(2) Sub Inspectors.

3. The Inspector General of Police is of opinion that Jamadars should be gradually replaced by Sub Inspectors and that there should be only one class of these officers on Rs.40 + Rs.15 or Rs.20 as also six probationers on Rs.25 per mensem. Government generally accept these recommendations, and are pleased to sanction the same with the modification that instead of only one class there shall be 3 classes of Sub Inspectors, on Rs.30 + Rs.15 or Rs.20, the number in each class being so adjusted as not to exceed the aggregate cost.

Rs 40+15 or 20 & Rs 30+15 or 20

The number in each class may be fixed at $\frac{1}{3}$rd the whole number. This will give out an average of Rs 40/- for each Sub Insp & the aggregate cost will then remain the same as in the proposal

Jamadars and Sergeants.

4. Three grades of these officers on Rs.14 & 16 and Rs.20 are proposed but Government consider that it is sufficient to have two grades and are accordingly pleased to direct that there shall be only two grades of these officers on Rs.16 and Rs.14 a local allowance of Rs.5 being given to those who are posted to the cities of Bangalore and Mysore. The allowance of such of the men in those places as are now drawing [illegible]

15.1.18

The Sub Inspectors will have to be selected from among the Jamadars & Sergeants. I would urge that for consideration their maximum pay may be fixed at Rs 20 instead of Rs 16. - probably on the assumption that we commute the Rs 136/- p.m. Sub Insp & 2 grades are considered right instead of 3 proposed by me. & the Jamadars their pay having fixed at Rs 15-20 (or Rs 18) remain $\frac{2}{3}$rds the number here on Rs 15 & the Rs 15, $\frac{1}{3}$rd on Rs 20 (or Rs 18). In Madras their scale is Rs 20 for Mofussil & Rs 30/-257 for the Madras city and here also Rs 17½ - 2½/- to Rs 20 for Mofussil & Rs 20/-25/- for Madras city

a larger sum may be allowed to continue so long as they remain -- in their present posts as also of those in the Gold Fields.

Constables.

5. Government have already observed that the existence of a large number of substitutes in the -- constabulary is not satisfactory. The cost of living has increased and owing to increased activity in other departments of life, it is reported that it has become difficult to enlist proper men. To facilitate -- recruitment of proper men, Government consider that the present rates of pay are inadequate (it is necessary), and to provide for sufficient promotion also.

Mr. Srinivasa Iyengar proposes two rates based on time scale for constables. One for the districts and the other for the cities of -- Bangalore and Mysore and the Kolar Gold Fields. Government consider that the grades of constables should be uniform throughout the State. They therefore direct that there shall be four grades on fixed pay of Rs.8, Rs.9, Rs.10 and Rs.11 the numbers in the several grades being in the proportion of 1 : 2 : 2 : 1 . A local allowance of one rupee each per mensem will be given to those attached to the cities of Mysore and Bangalore, [illegible] and [illegible] to those attached to the Kolar Gold Fields.

x The C I D of the Bombay Pr. have also to be added. The constables in their places are now getting allowance of Rs 5-4 respectively.

As States mining means it will be necessary to frame an allowance & the Constable in some of the State Taluks also - an Davangere, e.g. A para may be therefore added stating the G of I to submit a list of such places for his consideration

being continued.

The Police Training School.

The Inspector General of Police recommends that to maintain the school at a high standard of efficiency it should be placed under an officer of the grade of Superintendent of Police with a local -- allowance of Rs.50/- per mensem, that the instructors should be selected -- from among the Inspectors, that -- the Jamadars attached to the school should be replaced by a Sub -- Inspector and that a local allowance of Rs.40 each per mensem to -- Inspectors and Rs.25 per mensem to the Sub Inspector so selected should be given. These proposals commend themselves to Government and are sanctioned.

Why about my proposals for
1 appt of a competent Shorthand writer on 50-5-75- Progressive pay
2 payment of an allowance of Rs 25- to instructor in Photography
3 opening of an Efficiency classes attached to PTS at a cost of Rs 1800 p.m.
4. Enlarge the present School or opening an additional School for Constables.

How their are replaced if any as mentioned in the above

What about horses.

District Police Offices.

During the increase of work in the District Police offices, it is considered necessary to increase the staff, and raise the pay of the officials, and Government are pleased to sanction the revision of the establishments at an additional cost of Rs.6780 per annum proposed by Mr. Srinivasa Iyengar.

Ookad Toties.

The proposal to abolish the ookads where they are unnecessary and to raise the pay of ookad toties to Rs.3 in the Maidan and Rs.4 in the Malnad at an additional -- expenditure not exceeding Rs.6000

per annum is sanctioned.

Chief Office Stores.

Government are also pleased to accord sanction to one Inspector on Rs.150 with an allowance of Rs.30 per mensem for the charge of the stores in the chief office in -- place of the present storex xkx keeper.

The principles laid down by Mr. Srinivasa Iyengar for recruitment to the several grades of -- officers and men as also ~~kxxx~~ his proposal to give effect to the -- scheme gradually are approved. The extra expenditure resulting from the above orders during the current ~~xxxxk~~ year should be met from the provision of one lakh of rupees made for the (purpose provision for the) additional charge -- being made in future budgets.

The Inspector General of Police is requested to submit through the Comptroller for formal sanction, a proposition statement based on this order.

Superintendents of Police.

Suggestions regarding the formation of a separate cadre for -- Superintendents of Police or the grant of a local allowance of -- Rs.50 each per mensem to these -- officers and the appointment of --

senior

senior Police In.p ctor's to at -- least 1/3rd of the vac.cies among Superintendents be reserved for separate consideration.

Chief Secretary to Gover

To

The Inspector General of Police in Mysore.

The Comptroller, Mysore Govt through Branch II.

Annexure

[Have print for Srinivasa Iyengar's note with enclosures]

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. J. 4609-18—Pol. 234-15-10, dated 10th May 1918.

Re-organization of the Police Department.

Sanctions the ——.

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S. O.

Re-organization of the Police Department.

No. J. 4609-18—Pol. 234-15-10, dated 10th May 1918.

PROCEEDINGS OF THE GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

GENERAL AND REVENUE DEPARTMENTS.

Read—

Letter No. 4376—B. & R. 390, dated the 1st—2nd December 1916, from the Comptroller to Government, forwarding letter No. 1165-112, dated the 1st September 1916, adressed to Government by Mr. C. Srikantesvara Aiyar, B.A., B.L., Inspector-General of Police in Mysore, together with the proposition statement received therewith relating to the reorganization of the Police Department.

2. Letter No. 424-23, dated the 21st July 1917, from Mr. K. R. Srinivasa Iyengar, M.A., Officiating Inspector-General of Police in Mysore, submitting a note* containing modified proposals in the matter.

*Printed with enclosures as annexure.

Order No. J. 4609-18—Pol. 234-15-10, dated 10th May 1918.

The reorganization of the Police Department has been engaging the attention of Government for some time past and both Mr. K. R. Srinivasa Iyengar, the present Inspector-General of Police, and Dewan Bahadur Rajasabhabhushana C. Srikantesvara Iyer, his predecessor in office, have submitted detailed proposals in the matter. The improvement of the morale and efficiency of the force is the chief object in view in this reorganization, and Government trust that the additional expenditure now sanctioned will lead to a decided improvement all round.

(1) Inspectors.

2. *Inspectorate.*—It is recommended that the minimum pay of Inspectors should be raised from Rs. 40 to Rs. 60 per mensem, that progressive salaries should be abolished except in the cases of Special Reserve Inspector and Special Reserve Sub-Inspector, that the horse allowance of Inpectors should be fixed at Rs. 30, Rs. 25 and Rs. 20 instead of the existing rates and that not more than six Probationers at a time should be entertained on Rs. 40—10—50.

To improve the morale of the force by the recruitment of candidates with higher educational, social and physical qualifications, Government consider that the minimum pay of this class of officers requires to be substantially raised and are accordingly pleased to fix the minimum pay of Inspectors at Rs. 60 and to sanction the entertainment of Probationers. The incremental system of pay in the higher grades is not in accordance with the Government Order No. Fl. 6772-821—G. F. 154-16-2, dated 24th April 1917, and the appointments on fixed pay proposed by the Inspector-General are sanctioned. The progressive pay in the cases of the Special Reserve Inspector and the Special Reserve Sub-Inspector will also be converted to fixed pay and the appointments will not be ear-marked for any fixed rate of pay, the holders thereof, for the time being, getting the pay of their respective classes. In order to provide for these two places the number of Inspectors on Rs. 150 and Rs. 80 will each be raised by one and there will in future be two Inspectors for the Special Reserve, one a senior officer and the other a junior on smaller pay. As regards the rates of horse allowance, Government consider that the present rates require some enhancement owing to present conditions and there should be only two rates, *viz.*, Rs. 25 and Rs. 20 instead of the three proposed. The proposal of the Inspector-General to replace the nine temporary Inspectors by four temporary Sub-Inspectors on Rs. 40 each and five temporary Inspectors on Rs. 60 each is approved.

(2) Sub-Inspectors.

The Inspector-General of Police is of opinion that Jamadars should be gradually replaced by Sub-Inspectors and that there should be only one class of these officers on Rs. 40+Rs. 15 or Rs 20 as also six probationers on Rs. 25 per mensem. Government accept these

recommendations and are pleased to sanction the same with the modifications that instead of only one class there shall be two classes of Sub-Inspectors, one Rs. 40+15 or Rs. 20 and the other on Rs. 50+15 or 20, the number in each class being fixed in proportion of two to one.

Dafedars and Sergeants.

3. Three grades of these officers on Rs. 14, Rs. 16 and Rs. 20 are proposed, but Government consider that it is sufficient to have two grades and are accordingly pleased to direct that there shall be only two grades of these officers on Rs. 15 and Rs. 18, a local allowance of Rs. 2 being given to those who are posted to the cities of Bangalore and Mysore. The allowances of such of the men in these places as are now drawing a larger sum may be allowed to continue so long as they remain in their present posts. The allowances of the men in the Gold Fields will remain unaltered.

Constables.

4. Government have already observed that the existence of a large number of substitutes in the constabulary is not satisfactory. The cost of living has increased and owing to increased activity in other departments of life, it is reported that it has become difficult to enlist proper men. To facilitate recruitment of proper men, the present rates of pay have to be raised and some scope for promotion has also to be provided.

Mr. Srinivasa Iyengar proposes two rates based on a time scale for constables, one for the districts and the other for the Cities of Bangalore and Mysore and the Kolar Gold Fields. Government consider it more convenient to have the pay of the constables uniform throughout the State. They therefore direct that the pay of the constables be fixed as follows :—

	Rs.
On entertainment	... 8
After two years' service	... 9
After seven years' service ..	... 10
After fifteen years' service ...	... 11,

an allowance of rupee one per mensem being in addition given to the men employed in the cities of Mysore and Bangalore. The present local allowance attached to the Kolar Gold Fields, Criminal Investigation Department and the Bowringpet Town will be continued. If on account of special local circumstances it is considered necessary to grant local allowance to constables in other localities, the Inspector-General should obtain the special sanction of Government therefor, a list of such places and the special reasons applicable to each being furnished.

The Police Training School.

5. The Inspector-General of Police recommends that to maintain the school at a high standard of efficiency it should be placed under an officer of the grade of Superintendent of Police with a local allowance of Rs. 50 per mensem, that the instructors should be selected from among the Inspectors, that the Jamedar attached to the school should be replaced by a Sub-Inspector and that a local allowance of Rs. 40 each per mensem to Inspectors and Rs. 25 per mensem to Sub-Inspectors so selected should be given. The appointment of a competent Shorthand Instructor on Rs. 50—5—75, the payment of an allowance of Rs. 25 to the Instructor in photography, the opening of an equitation class attached to the school at a cost of Rs. 180 per mensem and the opening of an additional school for constables are also recommended. All the proposals except the opening of an additional school and the equitation class commend themselves to Government and are sanctioned. The Inspector-General of Police is requested to submit separate and detailed proposals in regard to the formation of an equitation class for the consideration of Government.

District Police Offices.

6. Owing to the increase of work in the District Police Offices, it is necessary to increase the staff and to raise the pay of the officials, and Government are pleased to sanction the revision of the establishments at an additional cost of Rs. 6,780 per annum as proposed by Mr. Srinivasa Iyengar.

Ookad Totis.

7. The proposal to abolish the ookads where they are unnecessary and to raise the pay of ookad totis to Rs. 3 in the maidan and Rs. 4 in the malnad at an additional expenditure not exceeding Rs. 6,000 per annum is sanctioned.

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Chief Office, Stores.

8. Government are also pleased to accord sanction to the appointment of one Inspector on Rs. 150 with an allowance of Rs. 30 per mensem for the charge of the stores in the Chief Office in place of the present Store-keeper.

General.

9. The principles laid down by Mr. Srinivasa Iyengar for recruitment to the several grades of officers and men as also his proposal to give effect to the scheme gradually are approved. Government desire that in recruiting to the several grades, the claims of not only the men in the cities but also of those in the districts should be duly considered, and that, as a rule, only natives of Mysore by birth or domicile certified as such by a Gazetted Officer of the State should be appointed to the vacancies. Lists of all appointments and of first promotions should also be submitted to Government. The extra expenditure (as shown in the appendix) resulting from the above orders during the current year should be met from the provision of one lakh of rupees made for the purpose, provision for the additional charge being made in future budgets.

The Inspector-General of Police is requested to submit a duly verified statement showing the distribution of the Inspectors in the new grades for formal sanction in due course.

Superintendents of Police.

11. Suggestions regarding the formation of a separate cadre for Superintendents of Police and recruitment therefor are reserved for separate consideration.

C. S. BALASUNDARAM IYER,
Chief Secretary to Government.

To—The Inspector-General of Police in Mysore.
The Comptroller, Mysore Government, through Branch II.
The Deputy Commissioners of Districts.
PRESS TABLE.

Exd—C. R.

No. J. 4609-18—Pol. 234-15-10, dated 10th May 1918.

APPENDIX.

Statement showing the approximate extra expenditure sanctioned in connection with the Police Re-organization Scheme.

Inspectors.

Existing			Sanctioned		
2	on Rs. 175-5-200	... 375	2	on Rs. 200	... 400
5	,, 125-10-175	... 750	2	,, 175	... 350
1	,, 150	... 150	7	,, 150	... 1,050
1	,, 100-10-150	... 125	5	,, 125	... 625
10	,, 100	... 1,000	15	,, 100	... 1,500
1	,, 75-5-100	... 87½	21	,, 80	... 1,680
10	,, 80	... 800	25	,, 70	... 1,750
11	,, 70	... 770	42	,, 60	... 2,520
12	,, 60	... 720		.....	
25	,, 50	... 1,250	Six Probationers on Rs. 40-10-50		... 270
40	,, 40	... 1,600		.....	
118	Total	Rs. 7627½ per mensem.	Total 125		Rs. 10,145 per mensem
			Increase		,, 2,517½ per mensem or
					,, 30,210 per annum
	Increase in horse allowance.	...			8,250 per annum
					Total Rs. 38,454 per annum

Sub-Inspectors.

		Rs.		Rs.
Sub-Inspectors,	12 on Rs. 30	... 360		
Jamadars	94 on Rs. 25	... 2,350	76 on Rs. 50 153 on Rs. 40	} 10,220
Jamadars	123 on Rs. 20	... 2,460	Probationers 6 on Rs. 25	150
Total	229	5,170 per mensem	235	10,370 per mensem
Increase				Rs.
or		...	...	5,200 per mensem
Horse allowance to Sub-Inspectors at Rs. 15 or Rs. 20		...	...	62,400 per annum
Total		...	...	23,784 per annum
			...	86,184 per annum.

Dafedars and Sergeants.

		Rs.			Rs.
133 on Rs. 16		... 2,128	170 on Rs. 18	...	... 3,060
154 on Rs. 14		... 2,156	330 on Rs. 15	...	... 4,950
213 on Rs. 12		... 2,556			8,010
Total ... 500		6,840	500		
Increase			Rs.		
or		...	1,170 per mensem		
Local allowance		...	14,040 per annum		
Total			936 per annum		
			14,976 per annum.		

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Constables.

Existing		Rs.	Sanctioned	Rs.
113 on Rs. 11	...	1,243	On entertainment ...	8
146 on Rs. 10	...	1,460	After two years' service ...	9
1,203 on Rs. 9	...	10,827	After seven years' service ...	10
			After fifteen years' service ...	11
3,551 on Rs. 8	...	28,488		
5,033		42,078	Increase Rs. 5,735½ per mensem or Rs. 68,826 per annum.	

Local allowance of one rupee to 567 constables of the Bangalore and Mysore Cities ... Rs. 6,804 per annum.

Total ... 75,630 per annum.

Police Training School.

	Rs.		Rs.
One Principal on Rs. 200	200	One Principal, (An Assistant Commissioner) on Rs. 350+50	400
One Inspector on Rs. 150	150	One Inspector on Rs. 150	150
One Inspector on Rs. 100	100	One Inspector on Rs. 100	100
One Inspector on Rs. 70	70	One Inspector on Rs. 70	70
One Sub-Inspector on Rs. 30	30	Two Sub-Inspectors on Rs. 40 each	80
Horse allowance to three Inspectors at Rs. 20 each	60	Horse allowance to three Inspectors on Rs. 20	60
Horse allowance to Sub-Inspector	12	Horse allowance to two Sub-Inspectors at Rs. 15	30
One Jamadar	25	Local allowance to three Inspectors at Rs. 40	120
Horse allowance to Jamadar	8	Local allowance to two Sub-Inspectors at Rs. 25	50
Three Drill Instructors on Rs. 16	48	Three Drill Instructors at Rs. 16	48
One Survey Instructor (50—2—60)	56⅔	One Survey Teacher (50—2—60)	56⅔
One Gymnastic Instructor on Rs. 16	16	One Gymnastic Instructor on Rs. 16	16
One Short-hand Instructor on Rs. 25	25	One Short-hand Instructor on Rs. 50—5—75	68¾
One clerk on Rs. 15	15	Allowance to Instructor in Photography	25
Allowance to Special Reserve Inspector	30	One clerk on Rs. 15	15
One sweeper on Rs. 7	7	Allowance to Special Reserve Inspector	30
One peon on Rs. 8	8	One sweeper on Rs. 7	7
One scavenger on Rs. 7	7	One peon on Rs. 8	8
		One scavenger on Rs. 7	7
Total	867⅔	Total	1,341 5/12

Increase Rs. 473¾ per mensem or Rs. 5,685 per annum.

District Police Offices.

Rs. 11,580 Rs. 18,360

Increase Rs. 6,780 per annum.

Ookad Toties.

Rs. 19,752 per annum. Rs. 25,752 per annum.

Increase Rs. 6,000 per annum.

Total extra-expenditure per annum.

	Rs.
Inspectors ...	38,454
Sub-Inspectors ...	86,184
Dafadars and Sergeants ...	14,976
Constables ...	75,630
Police Training School	5,685
District Police Offices ...	6,780
Ookad Toties ...	6,000
Total ...	2,33,709 per annum.

No. J. 4609-18—Pol. 234-15-10, dated 10th May 1918.

ANNEXURE.

NOTE ON POLICE REORGANIZATION.

I. Superintendents.—In his letter No. C. 245, dated the 1st April 1914, to Government, Mr. Srikantesvara Aiyar proposed that:—

(i) the Police Superintendents should be formed into a separate cadre which should be recruited in the manner suggested by him in his letter;

(ii) they should be given a local allowance of at least Rs. 50;

(iii) an appointment of Deputy Inspector-General of Police should be created to provide an opening for the Superintendents.

The Government in their Order No. J. 1919—Pol. 196-14-4, dated the 22nd December 1914, considered that the proposed change will not be in the interests of the Department or the officers, and that it would be sufficient if Assistant Commissioners posted to the Police Department are not disturbed for at least five years.

With due respect, I would, for reasons so strongly urged by Mr. Srikantesvara Aiyar, submit the matter for the reconsideration of Government. The work of the Police Department, like that of other technical Departments, is getting more and more specialized every day; and I think that the frequent interchange of officers between the Police and other Departments cannot but seriously affect efficiency. If efficiency is to be secured, it is very necessary that men who were trained in and have acquired experience of the details of the Department should be kept in it.

The proposed formation of the Police Superintendents into a separate cadre need not entail any additional cost. These officers may have, as at present, the same status and scale of pay as the Assistant Commissioners. (*i.e.* 250-50/3-450), two appointments (or at least one proportionate to the number of Police Superintendents as compared with the total number of Assistant Commissioners) on Rs. 500—50—600, being reserved for them out of the number now prescribed for Senior Assistant Commissioners.

If this arrangement is sanctioned, I would not press for the grant of local allowances. The appointment of a Deputy Inspector-General of Police proposed by Mr. Srikantesvara Aiyar, may also be deferred for the present, if Government so please.

As regards the recruitment to the Superintendents' grade, I would suggest the following:—

(i) At least one out of every three vacancies should be filled up from among the Senior Inspectors in the Department.

(ii) The remaining vacancies may be filled up either by the appointment of duly qualified and competent Amildars (so long as Amildars are heads of Police in their taluks); or of Probationers specially selected and trained for the purpose In exceptional cases, Civilian Assistant Commissioners may be appointed as Superintendents for a period of not less than five years; and during their term of such appointment they may be treated as seconded in the list of Assistant Commissioners.

II. Inspectors (permanent).—The maximum pay of the Inspectors now is Rs. 175—5—200 and the minimum pay, Rs. 40. In the British Provinces, the minimum pay of the Inspectors is Rs. 150; and this is the case even in Travancore. Mr. Srikantesvara Aiyar has, in the proposals submitted by him to Government with his letter No. 1165-112, dated the 1st September 1916, suggested the minimum pay of our Inspectors being fixed at Rs. 70. Compared with the rates of pay elsewhere, this is a modest proposal. But in view of the difficulty of replacing the present officers all at once by superior men, I am prepared to reduce the minimum pay of the Inspector to Rs. 60 at present, leaving for future consideration the question of raising it to Rs. 70, as better men are entertained in the Department. Taking the minimum pay at Rs. 60, I propose to distribute the officers in the various classes as follows:—

2	on	Rs. 200
2	do	175
5	do	150
5	do	125
1	do	100—10—150 (Special Reserve)
15	do	100
1	do	75—5—100 (Special Reserve)
20	do	80
25	do	70
42	do	60
6	do	40—10—50 (Probationary Inspectors).

It will be seen that for the Senior Inspectors on Rs. 100 and upwards, instead of a progressive scale of pay as is now in force or proposed by Mr. Srikantesvara Aiyar, I have suggested a fixed pay. This I consider preferable and desirable on more grounds than one

It is only in the case of the Special Reserve Inspector and Sub-Inspector that I have retained the progressive scale. This is because the officers selected for these places which require special qualifications cannot be ordinarily interchanged with the other officers in the districts. My proposals will entail an extra cost of Rs. 2,350 per mensem or Rs. 28,200 per annum over the present scale, as against Rs. 36,270 under Mr. Srikantesvara Aiyar's scheme (*vide* statement attached—Enclosure A). This will, however, be only the ultimate increase under the scheme. In giving effect to the scheme, I propose the adoption of the following course:—

i. The benefit of the new scale to be given only to such of the present Inspectors on Rs. 40 and 50 as are found by character and capacity to be deserving of it. The rest will retain only their present pay unless and until they prove themselves fit to come under the new scale.

ii. No officer will be allowed to have more than one grade promotion at a time, merely for the sake of filling up all the vacancies in each class; but will be required to put in two years' service in each class before he is promoted to the next higher class till the full number in each class is filled up.

The above arrangement, if approved, will have the effect of considerably reducing the immediate cost of the scheme, and I do not think that the additional cost for the first year will amount to more than about Rs. 12,000. In the succeeding years it will gradually increase and the rate of increase may be taken at about Rs. 5,000 per year till the full sanctioned scale is reached.

Inspectors (temporary).—There are at present nine temporary Inspectors on Rs. 40 as follows:—

3 for the Registration of Criminal Tribes.
1 for Krishnarajasagara Works.
2 for war duty.
3 for Jui Jutsu training.

Of these, I propose to replace the three Jui Jutsu Instructors and one of the War Inspectors by Sub-Inspectors on Rs. 40 (according to the proposed scale of pay). This will leave only five Inspectors of the last class on Rs. 60 each, against the temporary scale of Rs. 40 each, resulting in an increase of Rs. 5 × 20 or Rs. 100 per mensem.

Horse allowance.—The Inspectors are now ordinarily given a horse allowance of Rs. 15 which is quite insufficient for the maintenance of a horse in these days of high prices, and the result has been that many of the Inspectors keep either no horses at all or sorry specimens of them. With the slender pay we are paying them it is cruel to expect them to use any portion of it for the maintenance of a horse. Mr. Srikantesvara Aiyar has, in the proposals sent up by him to Government, suggested the raising of the horse allowance to Rs. 20. This may ordinarily do for moffusil stations; but it is in my opinion quite inadequate for the Cities and the Malnad and other costly stations. I would therefore propose three rates of horse allowances:—

Rs. 30 for the Cities, Kolar Gold Fields and the Malnad stations and a few of the very costly stations, such as Bowringpet, Davangere, etc., (*vide* list attached—Enclosure B).

Rs. 25 for District Headquarter stations, semi-malnad and other costly stations (*vide* list attached—Enclosure C).

Rs. 20 for the rest.

The special coffee allowance of Rs. 50 paid to the Inspectors of Manjarabad, Koppa and Mudgere may be abolished.

Inspectors in the Cities and Kolar Gold Fields, as also Headquarter Inspectors may, in special cases, be individually permitted (as is the rule at present) by the Inspector-General to maintain a bicycle instead of a horse; and when so permitted they may draw a cycle allowance of half the amount of the horse allowance.

The above proposals, if approved, will result in an increase of Rs. 595 per mensem or Rs. 7,140 per annum as shown below:—

Present			Proposed		
No.	Rate	Total per mensem	No.	Rate	Total per mensem
	Rs.			Rs.	
27	20	540	39	30	1,170
76	15	1,140	21	25	525
			43	20	860
103		1,680	103		2,555
	Coffee allowance of Rs. 50 each to three Inspectors. ...	150		Cycle allowance of Rs. 10 each to two Inspectors in Chief Office who do not now get any allowance. ...	20
103		1,830	105		2,575
	Note.—Fifteen Inspectors do not get allowances; ten Prosecuting Inspectors, two in Chief Office, two C. I. D. (they get special allowances) and one of B—N Railway.			Savings anticipated by substitution of cycle for horse allowance.	150
					2,425
				Increase, Rs. 595 per mensem, or Rs. 7,140 per annum.	

III. Sub-Inspectors.—Mr. Srikantesvara Aiyar has proposed the entire replacement of the present Jamadars by Sub-Inspectors whose pay has been fixed by him at Rs. 30 and 40. In Madras, the minimum pay of a Sub-Inspector is Rs. 50; and considering the large powers with which he is vested in the investigation of cases for which he is primarily responsible, it is necessary to fix his pay at a figure which will attract duly qualified men to the place and keep them above temptations. I think that the pay of the Sub-Inspector should therefore be not less than Rs. 40, and would accordingly propose to have only one grade on Rs. 40, instead of two grades on Rs. 40 and Rs. 30 respectively as suggested by Mr. Srikantesvara Aiyar.

The replacement of the Jamadars by Sub-Inspectors cannot be effected all at once as most of our present Jamadars are not fit for appointment as Sub-Inspectors, and they cannot be simultaneously thrown out and replaced by competent Sub-Inspectors. I therefore propose to increase the number of Sub-Inspectors for the current year from 12 to 40 and then gradually raise the number at the rate of not more than 20 every year, as vacancies occur among the Jamadars or as competent men among them become available for promotion. I would also propose that provision be made for six Probationary Sub-Inspectors on a pay of Rs. 25 per mensem.

As the number of Jamadars is reduced by the appointment of Sub-Inspectors, there will be a corresponding reduction in the last grade Jamadari on Rs. 20, the number on Rs. 25 being kept at the present figure till all those on Rs. 20 are absorbed.

No. J. 4609-18—Pol. 234-15-10, dated 10th May 1918.

The existing and proposed scales are shown below:—

Present.		Rs.	Proposed (Final Scheme).		Rs.
Sub-Inspectors	12 on Rs. 30	360	Sub-Inspectors	229 on Rs. 40	9,160
Jamadars	94 „ 25	2,350	Probr. do	6 „ 25	150
Do	123 „ 20	2,460	Total	235	9,310
Total	229	5,170	Increase per mensem		4,140
			„ per annum		49,680

Proposed for 1917-18.			
Sub-Inspectors	40 on Rs. 40	...	1,600
Probr. do	6 „ 25	...	150
Jamadars	94 „ 25	...	2,350
Do	95 „ 20	...	1,900
Total	235		6,000
Increase per mensem	...	...	830
Do per annum	...	...	9,960

The ultimate additional cost will be Rs. 49,680 per annum. Of this only Rs. 9,960 will be required for the current year, and there will be a steady increase of Rs. 4,800 annually for the next five years, and Rs. 3,600 for five years thereafter until the full maximum is reached.

If Mr. Srikantesvara Aiyar's scheme of having two grades of Sub-Inspectors on Rs. 30 and 40 be adopted, the ultimate total additional cost will amount to only Rs. 30,600 per annum, as shown below:—

		Rs.
For 70	Sub-Inspectors at 40	2,800
159	do 30	4,770
Total ... 229		7,570
Add 6	Probr. Sub-Inspectors at 25 ...	150
		7,720
Deduct present cost	... ...	5,170
Excess per mensem	... ...	2,550
Do per annum	... ...	30,600

The immediate additional cost for the current year will also be reduced by about Rs. 280 per mensem or Rs. 3,360 per annum (as 28 out of the total number of 40 Sub-Inspectors to be entertained during the year may be then placed in the 30 Rs. class) and will therefore amount to only Rs. 6,600.

Horse allowance.—The present Sub-Inspectors and Jamadars are given respectively a horse allowance of Rs. 12 and Rs. 8 in the Maidan and Rs. 16 and Rs. 12 in the Malnad. These officers generally maintain small-sized ponies or *tats*; but even then the allowance given therefor is quite inadequate for their maintenance. I would therefore propose to raise the horse allowance of Sub-Inspectors to Rs. 15 in the moffusil and less costly places and to Rs. 20 in the District Headquarters, Malnad and the costlier stations. In the case of Jamadars, the allowance may be fixed at Rs. 15 and 12, respectively, those stationed on the Kolar Gold Fields, in the Cities and Headquarter Towns being given a cycle allowance at half the above rates in lieu of horse allowance when they are permitted by the Inspector-General to maintain a cycle instead of a horse. The additional cost under this head will amount to about Rs. 9,000 as shown below:—

		Per month Rs.
To 10	Sub-Inspectors at 20	200
90	Do and Jamadars at 15	1,350
57	Jamadars 12	684
16	Do 8	128
56	Do 6	336
		2,698
	Deduct present H. A. ...	1,953
	Excess per mensem	745
	Do per annum ..	8,940

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IV. Daffedars and Sergeants.—These correspond to Head Constables in British India, whose pay ranges from Rs. 16 to Rs. 25. We now have 3 grades of Duffedars and Sergeants with pay at Rs. 12, 14 and 16. It is proposed, by Mr. Srikantesvara Aiyar, to raise their scale to Rs. 14, 16 and 20. As it is proposed to raise the maximum pay of the constables to Rs. 12, it is necessary that the Daffedar should start on at least Rs. 14. The total additional cost involved in the proposal will be Rs. 582 per mensem or 6,984 per annum, as shown below:—

Present			Proposed		
No.	Pay	Total	No.	Pay	Total
	Rs.	Rs.		Rs.	Rs.
133	16	2,128	34	20	680
154	14	2,156	136	16	2,176
213	12	2,556	330	14	4,620
500	.....	6,840	500	.....	7,476

	Rs.	
Increase	636	
Deduct savings in allowance as proposed by Mr. Srikantesvara Aiyar	54	
Net increase	582	per mensem
	or 6,984	per annum.

As it may not be desirable to give full effect to the scheme at once until the last class of Jamedars on Rs. 20 is eliminated, the immediate additional cost for the current year is not likely to exceed Rs. 5,000.

V. Constables.—The present scale of pay is Rs. 8 and 9 in the districts and Rs. 8, 9, 10 and 11 in the Cities of Bangalore and Mysore. On the Kolar Gold Fields and in the Bowringpet Town, the men are paid only Rs. 8 and 9, but they get an additional local allowance of Rs. 4 each. It is found impossible to get recruits of the right kind in the districts on the present low scale of pay, and in consequence we have to be satisfied with any uneducated and undesirable man we could get. Even then, from 6 to 12 per cent. of the Force is vacant in the several districts. It is therefore of the utmost urgency and importance that the pay of the constabulary should be increased so as to attract men of the right stamp to the place. Mr. Srikantesvara Aiyar has proposed to fix the pay at Rs. 9 to 12 for the Cities, and Rs. 8 to 11 for the districts; and I do not think that this is too much. I would propose that in addition to the above, the constables in costly stations like Davangere, etc., be paid a local allowance of one rupee each. The men on the Kolar Gold Fields and in the C.I.D. may be given the same scale of pay as in the Cities with a local allowance of Rs. 3 each instead of Rs. 4 and Rs. 5 respectively as at present. The local allowance of the men in Bowringpet Town may be reduced from Rs. 4 to Rs. 2 as they will get a higher scale of pay in the new scheme. The existing malnad and other special and local allowances to constables may be as at present.

The pay of the constables may be regulated as follows:—

Rs. 8 in Districts „ 9 in Cities	On entertainment.
„ 9 in Districts „ 10 in Cities	After two years, during which the recruit must pass from the Police Training School.
„ 10 in Districts „ 11 in Cities	After seven years of service.
„ 11 in Districts „ 12 in Cities	After fifteen years of service.

In respect of the men already in service,

i. those on Rs. 8 to be given Rs. 9 if they have put in an approved service of three years.

ii. those on Rs. 9 to be given Rs. 10 if they are literate and have put in 8 years' service.

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iii. those on Rs. 10 to be given Rs. 11 if they have put in Fifteen years' service.

Similar conditions to be made applicable *mutatis mutandis* to the constables of the Cities also.

The increase in expenditure which the above proposals will entail will be about Rs. 72,414 per annum, as detailed below :—

Present			Proposed			
No.	Pay	Total	No.	Pay	Average rate	Total
	Rs.			Rs.	Rs.	Rs.
113	11	1,243	797 Cities	9—1—12	10·5	8,368½
146	10	1,460	K. G. F.,			
1,203	9	10,827	C. I. D.			
3,561	8	28,488	4,226	8—1—11	9·5	40,147
10	6	60	...	...	...	...
5,033	...	42,307	5,023	...	...	48,515½
* The exact number will have to be determined later in consultation with the Deputy Commissioners. But it is not likely to exceed 100.			* Extra allowance to about 100 men at 1 ...			100
						48,615½
			Deduct savings in allowances of men on Kolar Gold Fields, in Bowringpet Town and C. I. D. ...			274
			Net cost per month ...			48,341½
			Net increase per mensem ...			6,034½
			Do per annum ...			72,414

All this expenditure will however not be required immediately, as most of the men are now drawing only Rs. 8 and Rs. 9; and these will not get a promotion unless they have put in 3 and 8 years of service respectively, and in the case of the latter unless they are also literate. The total number that would get an immediate increase of pay under these arrangements is not expected to be more than Rs. 2,000 so that the cost for the current year will not exceed Rs. 30,000. This will go on gradually increasing till it reaches the maximum of Rs. 72,414 which will be in about ten years' time.

A progressive scale of pay may perhaps be considered as open to financial objections; but it is not a novel one as I understand it is in force in the Civil and Military Station as well as in British India, and is based on the report of the Police Commission. (*Vide* extract attached—Enclosure D). I would therefore strongly advocate its adoption in respect of the constables as being more suited to them than the fixed pay system, as any one entering service on Rs. 8 can feel assured that provided he behaves well and gets no black marks, he can retire on the maximum pay of the place at the end of his service. If, however, the progressive scale does not meet with the approval of Government, I would fix the number in each class as follows;—

i. For Cities—The number of men on Rs. 9, 10, 11 and 12 to be in the ratio of 1 : 2: 2 : 1. This will give an average of Rs. 10-8-0 per man.

ii. For the Districts—The number on Rs. 8, 9, 10 and 11 to be in the same ratio, *i.e.*, 1 : 2 : 2 : 1. This will give an average of Rs. 9-8-0 per man.

I have proposed a comparatively smaller percentage in the last class as it is only in this class that desertions are more common and it is therefore necessary to provide for a man entering in it getting his next promotion as quickly as possible, to induce him to remain in the Force.

The total cost involved in these proposals will be the same as that under the increment system, as the average pay of the men works out the same in both :—

In giving effect to the above scale of pay the following procedure may be adopted :—

i. All the men on Rs. 8 in the Cities, Kolar Gold Fields and the C. I. D. to be given Rs. 9 at once.

ii. Until all the vacancies are filled up, no constable to be promoted from one class to another until he has put in three years' service in that class.

iii. No constable to be ordinarily started in any class other than the last, exceptions in individual cases to be reported to the Inspector-General and sanction obtained.

iv. Only literate men to be eligible to Rs. 11 and upwards in Cities, and Rs. 10 and upwards in Districts.

The additional number of men that will immediately get a promotion of one rupee under this arrangement is, as already stated, not likely to exceed 2,500 and, the additional cost may not therefore amount to more than Rs. 30,000 during the first year. This figure will go on increasing gradually till the full prescribed scale is reached in about five years.

VI. Police Training School. The present staff of the Police Training School consists of

1 Principal	on Rs. 200	plus	20
1 Inspector	„ 150	„	20
1 do	„ 100	„	20
1 do	„ 70	„	20
1 Sub-Inspector	„ 30	„	12
1 Jamadar	„ 25	„	10

The number of men trained in the school annually is approximately 12 in the Inspectors' class, 30 in the S. H. O. classes and 200 in the Constables' classes. The course of the Inspectors' and the S. H. O. classes is for a year, while that of the Constables' class extends only for six months, so that 2 batches of constables are annually trained at about 100 at a time.

For reasons explained by Mr. Srikantesvara Aiyar in his letter No. C. 241, dated the 1st April 1914, I think that if the school is to be maintained at a high standard of efficiency, it is very necessary that it should be placed under an officer of the grade of a Superintendent or an Assistant Superintendent of Police, with a local allowance of Rs. 50.

As regards the instructors, instead of a separate scale of pay for any of them, it is desirable to select all of them from among the Inspectors, and in order to induce the law graduates and other good officers among them to work with zeal and devotion, we must grant them a suitable local allowance, which I would fix at Rs. 40 for Inspectors and Rs. 25 for Sub-Inspectors. The Special Instructor on Rs. 150 will then be merged in the cadre of Inspectors whose number will be increased by one for the purpose. The Jamedar will be replaced by a Sub-Inspector.

We have now got a Shorthand Instructor on Rs. 25 for the school; but he is quite useless. It is impossible to get a competent man for anything less than Rs. 50. I would therefore propose the appointment of a qualified instructor on Rs. 50—5—75 and make Shorthand compulsory for Inspectors. Similarly, I would make Photography also compulsory and pay an allowance of Rs. 25 per mensem to a qualified instructor.

No provision is now made to train the recruits in equitation. As this is a very necessary qualification for Inspectors, I would, as proprosed by Mr. Srikantesvara Aiyar, have a Riding class opened at an expendituae of about Rs. 180, required for the maintenance of 4 horses with a Riding Master.

The present accommodation for the school and the Hostel attached to it is found quite inadequate and it is absolutely necessary that 2 or 3 more houses should be taken up, if possible, in the vicinity until a separate block of buildings for the school is constructed by Government. For this purpose, an increase of about Rs. 80 per mensem in the provision for house rent is necessary.

The total additional cost which will be entailed by these proposals amounts to Rs. 6,030 per annum as detailed below:—

	Rs.
Increase of pay and allowance to Principal	100
Do allowance to 3 Inspectors and 2 Sub-Inspectors ...	80
Do pay of Shorthand Instructor	37½
Allowance to Photography Instructor	25
Riding School	180
House rent for additional accommodation	80
Increase per mensem	502½
Do per annum ...	6,030

Additional School for Constables.—At present we can train only 200 constables a year in the school, whereas our requirements are for about 400 constables every year, this being the number of men newly recruited annually. It is therefore necessary either to provide accommodation for another 200 men in the present school or open another school in some

other convenient centre for the purpose. If this is approved, the cost of the additional school will be about Rs. 7,000 per annum, as detailed below :—

		Rs.
1	Inspector on Rs. 100 plus 40	140
2	Sub-Inspectors on Rs. 40 plus 25	135
4	Drill Instructors on Rs. 16 to 20	75
1	Clerk on Rs. 20	20
2	Peons on Rs. 9	18
	Allowance to constables and other incidental charges	200
	Total per mensem	583
	Total per annum	6,996

This may, however, be deferred for the present and taken up for the next year by which time detailed proposals will be submitted for the orders of Government.

VII. District Police Offices.—In paragraph 11 of his letter No. 1165—112, dated the 1st September 1916, Mr. Srikantesvara Aiyar has dealt with the necessity for increasing the staff in the District Police Offices, as well as their pay. The extra cost of his proposals amounts Rs. 12,000 per annum. I have discussed the subject with the Superintendents and as agreed to by them, I propose to restrict the additional expenditure, for the present, to Rs. 6,780 per annum, as detailed below :—

Present.				Proposed.			
		Rs.	Rs.			Rs.	Rs.
9	Head Munshis on	40	360	9	Head Clerks on	50	450
10	Munshis	30	300	2	Clerks	40	80
6	Do	25	150	10	Do	35	350
4	Do	20	80	10	Do	30	300
8	Do	15	120	11	Do	25	275
				6	Do	20	120
37			1,010	48			1,575

Increased cost per mensem Rs. 565.
Do per annum Rs. 6,780

The increased expenditure is due to :—

i. the raising of the pay of Head Munshis from Rs. 40 to Rs. 50 ;
ii. the additional staff required for the offices of some of the Superintendents to satisfactorily cope with the work ;
iii. the raising of the minimum pay of the clerks to Rs. 20.

VIII. Finger Print Bureau and C.I.D.—Against an additional expenditure of Rs. 5,880 per annum proposed by Mr. Srikantesvara Aiyar under these heads (*vide* para. 8 of his letter), I shall be satisfied for the present with an additional staff of one Sub-Inspector and a clerk for the Finger Print Bureau and one Sub-Inspector for the C. I. D., at a cost of Rs. 1,860 as shown below :—

		Rs.
2	Sub-Inspectors at Rs. 40 plus 20	120
1	Clerk on Rs. 35	35
	Cost per mensem	155

IX. Improvement of Ookad Tóties.—In paragraph 13 of his letter of the 1st September 1916, Mr. Srikantesvara Aiyar has proposed to raise the pay of the Ookad Toties from Rs. 2 to Rs. 3 in the maidan and to Rs. 4 in the malnad, and has estimated the extra expenditure which this will entail at Rs. 12,000. I quite agree with Mr. Srikantesvara Aiyar about the necessity for the increased remuneration proposed by him for this useful class of public servants. I think however—and in this, most of the Police Superintendents whom I consulted agree—that it should be possible to effect a considerable saving by the abolition of some of the existing ookads, and that an additional sum of not more than Rs. 6,000 will be sufficient under this head.

X. Chief Office Stores.—The Stores of the Police Department to the value of nearly half a lakh of rupees are now left in the charge of a Store-keeper on a small pay of Rs. 35—3—50. Considering the risks and the heavy responsibility involved in the work, it is necessary to place a reliable officer of some status in charge of it. I would, therefore, propose the addition to the cadre of Inspectors of an officer on Rs. 150 for the charge of the Stores, with an allowance of Rs. 30.

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XI. Buildings.—The proposals contained in the preceding paragraphs relate to permanent recurring charges which have to be provided for in the Police Budget. Besides this, we require, as pointed out in paragraph 12 of Mr. Srikantesvara Aiyar's letter, a liberal provision under the Public Works Budget for the urgent buildings—Stations and Lines—required for the Department. The requirements under this head are estimated at about 24 lakhs of rupees and an annual provision of about 2½ lakhs of rupees for about ten years will enable us to satisfy the urgent and necessary requirements of the Department.

A short summary of the proposals with the ultimate additional expenditure which they entail as also the additional cost required for the first year is hereto attached.

I. Superintendents.—(i) Cadre to be made separate. Pay to be same as that of the Assistant Commissioners, *i.e.*, Rs. 250—50/2—450. Two or at least one place on Rs. 500—50—600 (corresponding to Senior Assistant Commissioner) to be reserved for the Superintendents.

(ii) If cadre cannot be made separate, an allowance of Rs. 50 to be given to the Superintendents to induce tried men to join and remain in the Department.

(iii) At least one-third of the vacancies to be filled up by the promotion of Inspectors.

II. Inspectors.—(i) Minimum pay to be raised from Rs. 40 to Rs. 60.

(ii) In the higher grades, increment system to be replaced by appointments on fixed pay, except in the cases of the Special Reserve Inspector and Sub-Inspector.

(iii) Vacancies among Inspectors to be filled up as follows :—

(*a*) Not less than one-third by promoting competent men among the Sub-Inspectors.

(*b*) The rest by direct recruitment. Recruits selected for Inspectors' places should be graduates. In the case of members of backward communities, if no graduates are available among them, under-graduates may be selected. The men selected to be on probation for two years, during which period they should pass the Local Service Criminal Higher Examination, and also the prescribed test from the Police Training School, including Equitation and Shorthand, and undergo some training in practical work.

(iv) The Probationers to be paid Rs. 40 in the first year and Rs. 50 in the second and subsequent years till they are appointed to vacancies among Inspectors. There are to be not more than six Probationary Inspectors at a time, in excess of the sanctioned scale of Inspectors till they are confirmed as Inspectors.

(v) In applying the proposed new scale to the existing men, the following procedure to be adopted :—

(*a*) Only those on Rs. 40 and Rs. 50 who are found fit by character and capacity to be placed in the new scale and given the benefit of it. The rest to continue on their present pay or to be graded with Sub-Inspectors until they are provided for elsewhere or prove themselves fit to be placed in the new scale.

(*b*) Until all the grades are filled up, no officer drawing Rs. 60 and upwards to be ordinarily given more than one grade promotion at once, or to be promoted from one grade to another until he has put in two years' service in it.

(vi) Horse allowance of Inspectors to be fixed at Rs. 30, 25, 20 according to the locality. Inspectors in Cities as also Headquarter Inspectors, etc., to be permitted to exchange their horse allowances for cycle allowances at half the rates.

III. Sub-Inspectors and Jamedars.—(i) All Jamedars to be gradually replaced by Sub-Inspectors at the rate of about 20 every year.

(ii) Pay of Sub-Inspectors to be fixed at Rs. 40 plus horse allowance of Rs. 20 or Rs. 15 according to the locality.

(iii) Recruitment of Sub-Inspectors to be as follows :—

(*a*) Not less than one-third from among the Daffedars and Sergeants.

(*b*) Rest by direct recruitment. Men directly recruited should be Matriculates or have passed the S. S. L. C. In the case of men of backward communities, Lower Secondary in English to be the minimum qualification required if S. S. L. C. men or Matriculates are not available among them. The selection of men below the Matriculation or S. S. L. C. standard should be resorted to however only in exceptional cases, as considering the nature of the work to be done by these officers and the knowledge of law required of them it is very desirable that they should have received a fair amount of general education.

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(c) Men directly recruited to be ordinarily on probation for not less than one year during which period they should pass the Criminal Lower examination and also the prescribed test from the Police Training School. Their pay during the probationary period may be fixed at Rs. 25 per mensem.

(d) The number of Probationary Sub-Inspectors (in excess of the sanctioned scale of Sub-Inspectors) not to exceed 6 at a time.

(iv) Horse allowance of Jamedars to be increased to Rs. 12 or 15, till they are replaced by Sub-Inspectors.

IV. Daffedars and Sergeants.—(i) Pay to be raised to Rs. 14, 16 and 20, from Rs. 12 14 and 16, respectively.

(ii) Recruitment to be as follows :—

(a) Not less than one-third by promoting competent constables.

(b) Rest by direct recruitment. Recruits must have passed at least the Lower Secondary Examination in English or Kannada and should undergo a satisfactory training in the P. T. S. before being confirmed.

V. Constables.—(i) Pay to be fixed as follows:—

Either (*a*)

	Districts	Cities
	Rs.	Rs.
On recruitment	8	9
After two years' service during which recruit must pass from P. T. S.	9	10
After another five years	10	11
After another eight years	11	12

or (*b*)

The total number of men in each of the 4 classes on Rs. 8, 9, 10 and 11 in the districts and on Rs. 9, 10, 11 and 12 in the cities respectively to be in the ratio of 1: 2: 2: 1.

(ii) Only literate men to be entitled to a pay of Rs. 10 and 11 in districts and of 11 and 12 in cities.

(iii) A local allowance of one rupee to be given to men in costly places such as Davangere, etc.

(iv) In Kolar Gold Fields and in Bowringpet Town the same scale of pay as in cities and in districts respectively to be fixed. But the present local allowances of Rs. 4 to be reduced to Rs. 3 on the Fields and Rs. 2 in Bowringpet. The C. I. D. men to be given the same scale as that in cities with a local allowance of Rs. 3 instead of Rs. 5 as at present.

(v) The existing malnad and other allowances to continue as at present.

VI. Police Training School.—(i) The Principal to be of the Superintendent's grade with a local allowance of Rs. 50.

(ii) The teaching staff of Inspectors and Sub-Inspectors to be given a local allowance of Rs. 40 and Rs. 25 respectively.

(iii) Qualified instructors to be appointed for Shorthand and Photography so that these subjects may be made compulsory in the Inspectors' class.

(iv) Arrangement to be made for training in Equitation.

(v) An additional school to be opened for constables in another convenient centre.

VII. District Police Offices.—(i) Pay of the Head Munshis to be raised to Rs. 50.

(ii) Minimum pay of a clerk to be Rs. 20.

(iii) Number of clerks to be increased in offices where work is heavy.

VIII. Finger Print Bureau and C. I. D.—An additional Sub-Inspector and a clerk for the Finger Print Bureau, and an additional Sub-Inspector for the C. I. D. to be entertained.

IX. Ookad Totis.—Pay to be raised from Rs. 2 to Rs. 3 in the Maidan and Rs. 4 in the Malnad.

Number of Ookads to be reduced by the abolition of those at places where they are not quite needed.

X. Chief Office Stores.—An officer on Rs. 150 plus 30 to be added to the cadre of Inspectors for the charge of the Stores.

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INCREASED COST.

Items	Ultimate	Immediate in 1917-18	Remarks
	Rs.	Rs.	
I. Superintendents.	...	...	
II. Inspectors—pay	28,200	12,000	
Horse allowance	7,140	7,140	
Do Temporary	100	100	
III Sub-Inspectors—pay	49,680*	9,960*	*These figures will be reduced to Rs. 30,600 and 6,600 respectively if Mr. Srikantesvara Aiyar's scheme of two classes on Rs. 30 and 40 is preferred by Government.
Horse allowance	23,784	8,940	
IV. Daffedars	6,984	5,000	
V. Constables	72,414	30,000	
VI. Police Training School ...	6,030	6,030	
Additional School	7,000		
VII. District Police Offices ...	6,780	6,780	
VIII. Finger Print Bureau and C. I. D.	1,860	1,860	
IX. Ookad Toties	6,000	6,000	
X. Chief Office Stores	2,160	2,160	
Total ...	2,18,132	or 95,970†	†If Mr. Srikantesvara Aiyar's scheme about Sub-Inspectors be adopted.
	1,99,052	or 92,610	

Enclosure A.

Comparative statement of cost of Inspectorate.

Existing.		Mr. Srikantesvara Aiyar's Scheme.		The present proposals.	
	Rs.		Rs.		Rs.
2 on Rs. 175-5-200 ...	375	4 on Rs. 175-5-200 ...	750	2 on Rs. 200 ...	400
5 „ 125-10-175 ...	750	9 „ 125-10-175 ...	1,350	2 „ 175 ...	350
1 „ 150 ...	150	20 „ 100 ...	2,000	5 „ 150 ...	750
1 „ 100-10-150 ...	125	30 „ 80 ...	2,400	5 „ 125 ...	625
10 „ 100 ...	1,000	55 „ 70 ...	3,850	1 „ 100-10-150 ...	125
1 „ 75-5-100 ...	87½	6 Proba-		15 „ 100 ...	1,500
10 „ 80 ...	800	tioners 50 ...	300	1 „ 75-5-100 ...	87½
11 „ 70 ...	770			20 „ 80 ...	1,600
12 „ 60 ...	720	124	10,650	25 „ 70 ...	1,750
25 „ 50 ...	1,250	Increased cost per mensem ...	3,022½	42 „ 60 ...	2,520
40 „ 40 ...	1,600	Do per annum ...	36,270	6 Probationers 40-10-50 ...	270
118	7,627½			124	9,977½
				Increased cost per mensem ...	2,350
				Do per annum ...	28,200

Enclosure B.

Stations at which the horse allowance of Inspectors is proposed to be fixed at Rs. 30.

Bangalore	Chief Office, Finger Prints ...	1
	Special Reserve ...	2
	Bangalore City ...	4
	Headquarter and Taluk Inspectors ...	2
Kolar	Kolar Gold Fields and Bowringpet ...	12
Mysore	Mysore City ...	4
	Headquarter and Taluk Inspectors ...	2
	Yedatore and Hunsur ...	2
Hassan	Saklespur ...	1
Kadur	Headquarter and Taluk Inspectors at Chikmagalur ...	2
	Koppa and Mudgere ...	2
Shimoga	Sagar, Nagar and Tirthahalli ...	3
Chitaldrug	Davangere and Harihar ...	2
		39

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Enclosure C.

Stations at which the horse allowance of Inspectors is proposed to be fixed at Rs. 25.

Bangalore	Kankanhalli	1
Kolar	Headquarter and Taluk Inspectors	2
	Chikballapur	1
Tumkur	Headquarter and Taluk Inspectors and Tiptur ...	3
Mysore	Heggaddevankote	1
Hassan	Headquarter and Taluk Inspectors, Belur and Arsikere	4
Kadur	Kadur and Tarikere	2
Shimoga	Headquarter and Taluk Inspectors, Shikarpur and Sorab.	4
Chitaldrug	Headquarter and Taluk Inspectors	2
French Rocks	Seringapatam	1
		21

Enclosure D.

Extract from Indian Police Commission Report regarding pay of constables.

"The great object is to induce men to remain in the Police by giving them definite hopes of some increase in emoluments if their service is approved. The grade system of promotion does not secure this; it is uncertain in its operation; and this uncertainty is fatal in the case of men on such low pay. The first increase of pay also comes too late, and resignations in the first years of service are very numerous. The Commission would, therefore, recommend that to the minimum fixed as above there should be added one rupee per mensem after three years of approved service from date of recruitment, and another rupee after five years more of approved service from date of the first increase. This would tend to keep men in the service for at least eight years; and after that their claim to pension and their hopes of promotion to the head constable class would probably be strong enough inducements to remain; but it would undoubtedly make Police service more popular to offer another increase of one rupee at the end of seven years more (*i.e.*, a total of fifteen years) of approved service, and the Commission recommend this."